

## PERSONNEL

### Recruitment and Selection

The district's success is dependent upon the performance of its staff. Therefore, the district shall seek the best qualified candidates for any vacancy. Using the parameters of the district's affirmative action plan, the best qualified applicant shall be selected. The superintendent or his/her designee shall publicize vacancies, solicit applications from promising candidates and allocate time and resources to screen prospective staff.

Recruitment and selection procedures for certificated staff are outlined in Administrative Regulation 5110.

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| Legal Reference: | <a href="#">RCW 28A.400.300</a> | Hiring and Discharging Employees--<br>Leaves for Employees--Seniority &<br>Leave Benefits Transfers Between<br>Schools                          |
|                  | <a href="#">28A.405.210</a>     | Conditions & Contracts of<br>Employment--Determination of<br>Probable Cause for Non-Renewal of<br>Contracts--Notice--Opportunity for<br>Hearing |
|                  | <a href="#">WAC 162-12</a>      | Preemployment Inquiry Guide<br>(Human Rights Commission)  |
|                  | AGO 1961-62 #155                | Expenses of Applicants  |
|                  | P.L. 99-903                     | Immigration Reform and (IRCA)<br>Control Act of 1986  |

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