

Board Policy P-13: Hiring



REFERENCES

[P-13: Administrative Procedures, Hiring](#)

[Utah Code Ann. §53G-11-501 et seq., School District and Utah Schools for the Deaf and the Blind Employee Requirements](#)

[Utah Admin. Code, R277-301, Educator Licensing](#)

[Utah Admin. Code R277-309, Appropriate Licensing and Assignment of Teachers](#)

[Classified Employee Common Agreement](#)

[Salt Lake Association of School Administrators Written Understanding](#)

[Salt Lake Education Association Written Agreement](#)

THE POLICY

The Salt Lake City School District Board of Education recognizes that the personnel of Salt Lake City School District are the most important resource for providing and ensuring a high-quality education to students. The board understands that every employee can make an important contribution to student learning and considers the selection and appointment of employees a critical responsibility of the district. In striving to employ the most qualified personnel in every position, the board directs the superintendent, through the human resource services department, to ensure that recruitment, screening, and selection of employees is fair, transparent, equitable, and uniform across the district.

The district is an Equal Opportunity Employer and will provide and safeguard the opportunity for all persons to seek, obtain, hold, and advance in employment within the district without discrimination. The district shall consider applicants on an equal basis; publicize the district's commitment to provide equal opportunity employment; review the status of equal opportunity employment, and ensure all persons are given full opportunity and access to compete for available employment opportunities.

In the recruitment, screening, and selection of employees, the district does not discriminate on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status as defined by applicable state law and federal law.

The purpose of this policy is to support the recruiting and hiring of a diverse and talented workforce through the implementation of consistent personnel actions and decisions.

The board delegates to the superintendent and human resource services department the authority to make recruitment, hiring, discipline, and termination decisions, with the recognition that the hiring of any contract employee shall be subject to ratification by the board.

The district has set forth its specific processes for implementing this board policy in the accompanying [administrative procedures](#).

No district employee or student shall be subjected to discrimination in employment or any district program or activity on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status. The district is committed to providing equal access and equal opportunity in its programs, services and employment including its policies, complaint processes, program accessibility, district facility use, accommodations and other Equal Employment Opportunity matters. The district also provides equal access to district facilities for all youth groups listed in Title 36 of the United States Code, including scouting groups. The following person has been designated to handle inquiries and complaints regarding unlawful discrimination, harassment, and retaliation: Tina Hatch, Compliance and Investigations/Title IX Coordinator, 440 East 100 South, Salt Lake City, Utah 84111, (801) 578-8388. You may also contact the Office for Civil Rights, Denver, CO, (303) 844-5695.