

# LODI UNIFIED SCHOOL DISTRICT

Policy 4111  
4211  
4311

## Personnel

### Recruitment and Selection

#### I. Statement of Philosophy

The Lodi Unified School District Board of Education believes that it is important for all students to have positive experiences with persons from diverse racial and ethnic backgrounds. It is also important for students to observe that women as well as men can assume responsible roles in society. For the minority child, it is especially necessary to have the positive image provided by minority teachers, counselors, administrators and supervisors. It is of equal importance for the student from the majority group to have positive experiences with minority group members at all levels within the school setting. These experiences can be provided in part through the presence of staff members at all levels of responsibility who represent the racial and ethnic diversity of this nation.

Democratic principles and the richness which racial differences bring to one national heritage can be learned through the presence of multi-racial/ethnic school staffs working toward a common goal.

#### II. Objectives

Selection of personnel shall be based solely on qualifications, ability, and capacity to contribute to the district.

The Board will monitor through the Assistant Superintendent of Personnel, the recruitment, selection, training and promotional procedures of the district to ensure that equal employment opportunities exist and that discriminatory practices, whether they be blatant or subtle, do not occur.

#### III. Statement of Policy

The Board maintains as its policy the provision of equal employment opportunity for all persons and the provision of prohibiting discrimination based on race, sex, color, religion, age, physical handicap, ancestry, national origin, political affiliation (except as prohibited by law), or personal matters which do not affect the employee's performance. This policy includes every aspect of personnel policy and practice in recruitment, selection, development, advancement, termination, and other treatment of employees and promotes the total realization of equal employment opportunity.

The Board recognizes that the qualifications of all employees are of utmost importance and must be determined before recommendations are made for employment.

Since those who work for the school district can offer valuable assistance during the selection process, employees shall be provided an opportunity to participate in the process.

No employee shall interfere with, intimidate, restrain, or otherwise discriminate against any other employee or person who has filed a grievance concerning this policy.

Legal References:        Education Code  
200-262.4 Prohibition of discrimination on the basis of sex  
44066 Limitations on certification requirement  
44259 Teaching credential; exception; designated subjects; minimum requirements  
44735 Incentive grants for recruiting teachers for low-performing schools  
44750-44754.5 Regional teacher recruitment centers  
44830-44831 Employment of certificated persons  
44858 Age or marital status in certificated positions  
44859 Prohibition against certain rules and regulations re residency  
45103-45138 Employment (classified employees)  
49406 Examination for tuberculosis  
52051 Academic Performance Index  
GOVERNMENT CODE  
12900-12996 Fair Employment and Housing Act, including:  
12940-12956 Discrimination prohibited; unlawful practices  
UNITED STATES CODE, TITLE 8  
1324a Unlawful employment of aliens  
1324b Unfair immigration related practices  
UNITED STATES CODE, TITLE 42  
2000d-2000d-7 Title VI, Civil Rights Act of 1964  
2000e-2000e-17 Title VII, Civil Rights Act of 1964 as amended  
2000h-2-2000h-6 Title IX, 1972 Education Act Amendments  
12101-12213 Americans with Disabilities Act  
CODE OF FEDERAL REGULATIONS, TITLE 28  
35.101-35.190 Americans with Disabilities Act

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