

CLASSIFIED EMPLOYEE - QUALIFICATIONS, RECRUITMENT, SELECTION

Persons interested in a classified employee position will have an opportunity to apply and qualify for classified employee positions in the school district in accordance with applicable laws and school district policies regarding equal employment. Job applicants for classified employee positions will be considered on the basis of the following:

- Training, experience, and skill;
- Nature of the occupation;
- Demonstrated competence; and
- Possession of, or ability to obtain, state or other license or certificate, if required, for the position.

All job openings shall be submitted to the Iowa Department of Education for posting on [TeachIowa](#), the online state job posting system. Additional announcements of the position may occur through means the superintendent believes will inform potential applicants about the position. Whenever possible, the preliminary screening of applicants will be conducted by the administrator who directly supervises and oversees the position.

The requirements stated in the Support Personnel Staff Employee Handbook and Master Contract between the CRESPA and Clayton Ridge CSD shall be followed.

Legal Reference: 29 U.S.C. §§ 621-634.
 42 U.S.C. §§ 2000e; 12101 *et seq.*
 Iowa Code §§ 20; 35C; 216; 256.27; 279.8; 279.20
 281 I.A.C. 12

Cross Reference: 401.1 Equal Employment Opportunity
 411 Classified Employees - General

Approved October 11, 2005

Reviewed July 19, 2021

Revised _____