

## **Support Staff Recruiting/Hiring**

The Board shall establish and budget for classified positions in the school district on the basis of need and the financial resources of the district.

### **Recruiting**

The recruitment and selection of candidates for these positions shall be the responsibility of the superintendent or designee who shall confer with principals and other supervisory personnel in making a selection. Only qualified paraprofessionals, as defined by the No Child Left Behind Act of 2001, shall be hired to provide instructional support for students in Title I School wide and Targeted Assistance Programs.

All vacancies shall be made known to the present staff. Anyone qualified for a position may submit an application.

### **Background checks**

Prior to hiring any person, in accordance with state law the district shall conduct background checks with the Colorado Department of Education and previous employers regarding the applicant's fitness for employment. In all cases where credit reports are used in the hiring process the district shall comply with the Fair Credit Reporting Act.

All applicants recommended for a position in the district shall submit a set of fingerprints and a notarized form with information about felony or misdemeanor convictions as required by law. (This requirement shall not apply to any student currently enrolled in the district applying for a job.) Applicants may be conditionally employed prior to receiving the fingerprint results.

### **Hiring**

There shall be no discrimination in the hiring process on the basis of race, color, creed, sex, sexual orientation, religion, national origin, ancestry, age, genetic information, marital status or disability.

The Board shall officially appoint all employees upon the superintendent's recommendation; however, temporary appointments may be made pending Board action.

Upon the hiring of any employee, information required by federal and state child support laws will be timely forwarded by the district to the appropriate state agency.

Revisions Adoption date: February 12, 2013

LEGAL REFS.: 15 U.S.C. §1681 *et seq.* (*Fair Credit Reporting Act*)

20 U.S.C. §6319 (*paraprofessional requirements under No Child Left Behind Act of 2001*)

42 U.S.C. §653 (a) (*Personal Responsibility and Work Opportunity Reconciliation Act*)  
42 U.S.C. §2000ff *et seq.* (*Genetic Information Nondiscrimination Act of 2008*)  
34 C.F.R. 200.58, 200.59 (*federal regulations regarding paraprofessional qualifications*)  
C.R.S. 13-80-103.9 (*liability for failure to perform an education employment required background check*)  
C.R.S. 14-14-111.5 (*Child Support Enforcement procedures*)  
C.R.S. 22-2-119 (*duty to make inquiries prior to hiring*)  
C.R.S. 22-32-109 (1)(f) (*Board duty to employ personnel*)  
C.R.S. 22-32-109.7 (*duty to make inquiries prior to hiring*)  
C.R.S. 22-32-109.8 (*fingerprinting requirements for non-licensed positions*)  
C.R.S. 24-5-101 (*effect of criminal conviction on employment*)  
C.R.S. 24-34-402 (1) (*discriminatory and unfair employment practices*)

CROSS REFS.: GBA, Open Hiring/Equal Employment Opportunity

GDA, Support Staff Positions

GDA\*, Title I Paraprofessionals

*NOTE: Specific procedures for background checks, fingerprinting and submission of child support information need to follow as a regulation. The regulation might also include specific procedures for making applications, for screening and for selection of candidates to be recommended to the Board.*

**[Revised March 2012]**