



**DATE:** October 2, 2024

**TO:** Board of Education

**FROM:** Mrs. Kerstin Kramer, Superintendent Chief Learning Officer

**SUBJECT:** First Read and Proposed Revisions to Board Policy 4111/4211/4311 - Recruitment and Selection

**PRESENTED BY:** Mike Shepherd, Executive Director of Human Resources

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**ACTION REQUESTED**

Review the proposed revisions and provide direction to bring back to the next regular Board Meeting for approval.

**BACKGROUND INFORMATION**

Board Policy – 4111/4211/4311 – Recruitment and Selection updated to reflect new guidance from the California Department of Education and the Commission on Teacher Credentialing related to the benefit to students when district staff reflects the racial, ethnic, linguistic, and cultural diversity of the district, and when the district's recruitment and selection process seeks to establish and maintain a diverse staff.

Additionally, policy updated to include that the pay scale for an open position be included in the job posting. In addition, policy updated to include that discrimination against a person in hiring based on the person's use of cannabis off the job and away from the workplace is prohibited, and reflect NEW LAW (SB 700, 2023) which prohibits the district from requesting information from an applicant related to the applicant's prior use of cannabis, apart from the person's criminal history, unless the district is otherwise legally permitted to consider or inquire about that information.

**RESOURCES REQUIRED:** N/A

**PREPARED BY:** Tichelle Criswell, Administrative Assistant, for Mike Shepherd, Executive Director of Human Resources

Attachments: Compared Board Policies