

# DABA

*Modified: December, 2020*

## **Employee Selection Criteria and Licensure**

### **Employee Selection and Criteria for Hiring-**

It is the policy of the Logan City School District that there be no discrimination on the grounds of race, color, national origin, religion, sex, age or disability in employment.

Education Support Professionals (ESP) and Licensed personnel will be appointed by the Board upon recommendation of the Director of Human Resources, with the consent of the Superintendent. Should a person nominated by the Director of Human Resources be rejected by the Board, it shall be the Director of Human Resources' duty to make another recommendation.

In determining which individual to recommend for an ESP or Licensed position, the Director of Human Resources will consider the advice of the building principal or department director. The building principal or department director will consider input from a recommendation committee.

Vacancy announcements will communicate position requirements. Selection shall be based on criteria related to position requirements.

The selection process shall be uniform and shall be in accordance with Federal Equal Opportunity Employment guidelines.

### **Licensed Employees General—**

Unless an express exception exists under law or under the rules of the Utah State Board of Education, to be employed in the District in a capacity covered by the following license areas of concentration, a person shall hold a valid license issued by the Utah State Board of Education in the respective license areas of concentration:

- Early Childhood
- Elementary
- Secondary
- Educational Leadership
- Career and Technical Education or "CTE"
- School Counselor
- School Psychologist
- Special Education
- Preschool Special Education

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- Deaf Education
- Speech-Language Pathologist
- Speech-Language Technician
- School Social Worker
- Communication Disorders

[Utah Admin. Rules R277-301-2\(7\)\(a\) \(July 8, 2020\)](#)

[Utah Admin. Rules R277-301-3\(3\) \(July 8, 2020\)](#)

An “eminence” designation granted by the State Superintendent for an individual with a LEA-specific educator license, license area, or endorsement can satisfy the licensing requirement for employees whose instructional load is no more than 37% of a teacher’s regular instructional load.

[Utah Admin. Rules R277-301-8 \(July 8, 2020\)](#)

[Utah Admin. Rules R277-309-5 \(March 12, 2020\)](#)

The employee shall have all endorsements required by the State Board of Education for the employee’s position.

[Utah Admin. Rules R277-309-3 \(March 12, 2020\)](#)

[Utah Admin. Rules R277-309-4 \(March 12, 2020\)](#)

## **Health Care Providers—**

School health care providers, including physicians and nurses, shall maintain appropriate licensure from the State of Utah.

## **Employee Termination or Contract Non-Renewal-**

Termination or contract non-renewal will be recommended to the Board by the principal/director with the advice and consent of the Director of Human Resources and the Superintendent.