The Outstanding Scholar Program is a special hiring authority established to be used as a supplement to competitive examining for some entry-level positions. The Outstanding Scholar Program is authorized under the terms of a consent decree (Luevano vs. Lachance) and can only be used for specific series and job titles. This special hiring authority is restricted to 100+ administrative occupations at the GS-5 and GS-7 grade levels when the full performance level (FPL) is at least GS-9. Positions in the following occupational fields are not covered by the Outstanding Scholar Program: Accounting and Auditing, Information Technology, Engineering, Physical Sciences, Biological Sciences, and Mathematics. Additional information and a list of the covered positions can be found at http://www.opm.gov/employ/luevano-fields.htm

Districts with delegated authority are reminded that currently their authority does not cover these covered positions and that all competitive examining for these positions must be administered by the Office of Personnel Management. For further information, contact your State Office Serving HR Specialist.

Districts with Unions are reminded to notify their unions of this IB and satisfy any bargaining obligations before implementation. Your servicing Human Resources Office or Labor Relations Specialist can provide you assistance in this matter.

Signed by
Thomas M. O’Donnell
Chief, Branch of Human Resources

Authenticated by
Heather Gisch
Computer Specialist

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WO-700 (Room 5628 – MIB) – 1
HR-210 – 1