

Through its employment policies, the Board of Education will attempt to attract, secure, and hold qualified personnel for all professional positions. The selection program will be based upon finding candidates who will devote themselves to the education and welfare of the children attending the public schools.

The Board however, recognizes that some specialized positions may be difficult to fill because of shortages of qualified candidates. In rare instances, the Board may need to hire a retired public employee, in which case it will follow the Commissioner's Regulations for securing a §211 waiver. When recruiting for an open position the Board will first undertake a thorough and good faith search for a certified and qualified individual who will not require such a waiver for employment.

Recruiting procedures shall enable the District to seek qualified candidates from a variety of sources, including present staff. Any current employee of the District may apply for any position for which he/she meets certification and other stated requirements.

The Board adheres to the practice of recruiting and hiring personnel without regard to religion, creed, race, color, age, marital status, military status, veteran status, national origin, sex, disability, sexual orientation, predisposing genetic characteristics, domestic violence victim status or other legally protected status.

It will be the duty of the Superintendent of Schools to see that persons nominated for employment in the schools meet all certification requirements and the requirements of the Board for the type of position for which the nomination is made.

While the Board may accept or reject a nomination, an appointment will be valid only if made with the recommendation of the Superintendent. In the case of a rejection, it is the duty of the Superintendent to make another nomination. No person shall be considered employed until a resolution to that effect has been approved by the Board and a contract executed by the employee.

Ref: Education Law §§913; 1604; 2509; 3012
8 NYCRR §100.3
8 NYCRR §80-5.5
Genetic Information Nondiscrimination Act of 2008
Executive Law 290 et seq. (New York State Human Rights Law);
Education Law 3201-a
The Uniformed Services Employment and Reemployment Rights Act (USERRA)

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