

**RECRUITING AND HIRING**

Through its employment policies, the Board of Education will attempt to attract, secure, and retain the best qualified personnel available. 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.

Recruiting procedures shall enable the district to seek qualified candidates from a variety of sources, including present staff. The Board encourages the Superintendent to seek candidates for teaching positions who have more than one certification area and are capable of teaching more than one subject area. 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, national origin, sex or disability.

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. The employment of any staff member is not official until the appointment is approved by the Board of Education and signed by the candidate.

**Ref: Age Discrimination in Employment Act (ADEA), 29 USC ' '621 et seq.**

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**Americans with Disabilities Act, 42 USC '12101 et seq.**

**Civil Rights Act of 1964, Title VII, 42 USC '2000c et seq.**

**Human Rights Law, Executive Law ' 290 et seq.**

**Civil Rights Law, '40 et seq.**

**Education Law ' '1709; 3012**