

Policy Information

Series 4000 - Personnel

Appointment

Policy # 4112

The goal of the Board of Education is to employ the best qualified people available in all positions regardless of race, color, national origin, creed, religion, marital status, military status, political affiliation, sexual orientation, predisposing genetic characteristics, gender, age, disability, domestic violence victim status, criminal arrest or conviction record or any other basis prohibited by state or federal nondiscrimination laws*. Appointments shall be made by the Board of Education upon the recommendation of the Superintendent.

All persons appointed shall be notified by the Superintendent or designee. The Superintendent shall also be responsible for the maintenance of accurate records of all employees and their service.

Notwithstanding the above, the Superintendent shall be authorized to place individuals on the payroll and utilize their services on a temporary basis, to fill an essential position (e.g., an aide for a special education student, classroom teacher), subject to Board approval at its next meeting. All individuals whose services are utilized on a temporary basis shall have been interviewed and satisfactorily completed the District's hiring process.

Policy References:

Ref:

Title VI, Civil Rights Act of 1964

Title VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972

Executive Order 11246, as amended by E.O. 11375 Equal Pay Act, as amended by the Education Amendments of 1972

Title IX, Education Amendments of 1972

Rehabilitation Act of 1973, §504

Individual with Disabilities Education Act (IDEA)

Americans with Disabilities Act (ADA)

Age Discrimination in Employment Act of 1967 (ADEA)

Genetic Information Nondiscrimination Act of 2008 (GINA)

EEOC Guidelines (29 CFR Part 1609.1 and 1609.2)

New York State Human Rights Law (Executive Law, Article 15)

The Dignity for All Students Act (Education Law, Article 2)

Civil Rights Law Section 40-c

Civil Service Law Section 75-B

Corrections Law Sections 752-754

Military Law Sections 242 and 243

Adoption Date: 2/13/1975, Revised: 3/19/2015; 10/08/1992,12/17/1999, 04/05/2001, 12/04/2003
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