

**SUBJECT: RECRUITMENT**

The District will attempt to employ the best qualified personnel for any position.

Professional personnel shall be recruited and selected by, or at the direction of, the Superintendent of Schools, who shall recommend appointment to the Board of Education.

The District shall provide equal opportunity in employment for all qualified persons in accordance with Federal and State legislation.

**Substitute Teachers/Registered Nurses**Pay Schedules

Substitute Teachers/Registered Nurses (RN's) employed by the LaFayette Central School District are to be paid according to the following schedule at the various rates specified at the Reorganization Meeting:

- a) Per Diem subs with less than three (3) years of satisfactory District experience;
- b) Per Diem subs with three (3) or more years of satisfactory District experience and are recommended as a Preferred Substitute by the Building Principal;
- c) Per Diem subs who work in the same assignment in excess of ten (10) days will be paid at the rate of one two-hundredth (1/200) of the starting pay rate (retroactive to day one) for permanently assigned first-year teachers/RN's (Step B-1/Teachers and Step 1/RN's of the respective salary schedules);
- d) Subs who work in the same assignment for twenty (20) consecutive days will earn one (1) unpaid sick day for that assignment only. The sick day earned would enable the substitute to use a sick day without pay and return to the 1/200<sup>th</sup> rate of pay. If unused, the sick day earned cannot be carried forward to a future assignment.
- e) The salary of a substitute employed for a minimum of one (1) complete semester will be determined by the Administration.

Fringe benefits will not be extended to substitute teachers/RN's except for those individuals who are initially employed as in (e) above. In employing substitutes, school administrators will make every possible attempt to hire only certified teaching personnel.

The American With Disabilities Act,  
42 United States Code (USC) Section 12101 et seq.

Age Discrimination in Employment Act,  
29 United States Code (USC) Section 621

(Continued)

**SUBJECT: RECRUITMENT (Cont'd.)**

Section 504 of the Rehabilitation Act of 1973,  
29 United States Code (USC) Section 794 et seq.

Title VI of the Civil Rights Act of 1964,  
42 United States Code (USC) Section 2000-d et seq.

Title VII of the Civil Rights Act of 1964,  
42 United States Code (USC) Section 2000-e et seq.

Title IX of the Education Amendments of 1972,  
20 United States Code (USC) Section 1681 et seq.

Civil Rights Law Section 40-c  
Education Law Section 3012  
Executive Law Section 290 et seq.  
Military Law Sections 242 and 243

Adopted: May 10, 2007