

## **SUBJECT: RECRUITMENT**

The District will seek 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 Superintendent of Schools shall then make a recommendation for the appointment of the most qualified recruits for 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.

In order to enhance the opportunity of identifying possible future employees for the District, and to give our students the broadest range of teaching styles, substitutes will be called on a basis that allows for everyone to have a chance to work.

### Pay Schedules

Substitute Teachers/Substitute Teaching Assistants/Registered Nurses (RN's)/Licensed Practical Nurses (LPN'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. Substitutes will be paid on a per diem basis and classified as NYS Certified or Uncertified only.
- b. Per Diem substitutes who work in the same assignment in excess of ten (10) days will be paid at the rate on 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);
- c. Substitutes 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.
- d. The salary of a substitute employed for a minimum of one (1) complete semester will be determined by the Superintendent of Schools.

Fringe benefits will not be extended to substitute teachers/RN's/LPN's. In employing substitutes, school administrators will make every possible attempt to hire only certified teaching personnel.

Employees must maintain a decorum that reflects the best interest for all children and they must promote the philosophy and mission of our educational community.

Substitutes shall be appointed annually.

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

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

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

1<sup>st</sup> Reading: July 22, 2010  
2<sup>nd</sup> Reading: September 23, 2010  
Adopted: October 14, 2010