

POLICY

Spencerport Central School District

1999

6211
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Personnel

SUBJECT: RECRUITMENT, SELECTION AND HIRING OF PROFESSIONAL AND SUPPORT PERSONNEL

Hiring of Certificated Personnel

The Board of Education of the Spencerport Central Schools shall maintain an effective recruitment program designed to attract, secure, and hold the highest qualified personnel for all professional positions. The recruitment program shall be based upon our alertness to candidates who will devote themselves to the education and welfare of the children attending the Spencerport Central Schools.

It is the responsibility of the Superintendent of Schools, and of persons delegated by him/her, to recruit the personnel needed by the School District and to recommend certificated candidates for employment to the Board of Education. Through effective administrative procedures, the Superintendent shall recommend to the Board the employment and retention of personnel.

Any teacher or administrator employed in the district who applies for an administrative position and is qualified and possesses the appropriate certification as determined by the Superintendent of Schools, will be interviewed for the vacancy by the screening committees that may be established by the Superintendent.

When recruiting, selecting, and hiring certificated personnel, every effort should be given to the employment of the best qualified individual regardless of handicap. No geographical limits should be set in recruiting certificated personnel. The highest quality of instruction is enhanced by a staff with a wide variation in educational preparation, background and experience. Concerted efforts will be made to maintain this variation in the staff. Local or regional candidates should not constitute the sole source of candidates.

Prospective candidates should be furnished adequate information about the school system and community.

Hiring of Support Personnel

The Superintendent of Schools, or his/her designee, has the responsibility of recommending the appointment of support personnel of the Spencerport Central School District.

It is the policy of the Board to encourage the employment of the best available candidates without regard to race, religion, or sex, observing the requirements of Civil Service Commission regulations, governmental laws, and local collective bargaining agreement stipulations where applicable.

Support personnel are individuals in job classifications as certificated by the Monroe County Civil Service Commission.

Any member of the support personnel in the District who applies for a position and is qualified and possesses the appropriate credentials, as determined by the Superintendent of Schools or his/her designee, will be interviewed for the vacancy.

Education Law Section 3012

Adopted: 6/22/99