

District Hiring Policy

The Board recognizes that it is important to the successful operation of the District that the positions created by the Board be filled with highly qualified and competent personnel.

It is the policy of the Board of Education to afford employment opportunities to all persons regardless of age, religion, race, creed, color, national origin, sex, disability, marital status, military status, political affiliation, sexual orientation, predisposing genetic characteristics, domestic violence victim status, criminal arrest or conviction record or any other basis prohibited by state or federal nondiscrimination laws. The Newburgh Enlarged City School District will recruit qualified candidates that reflect the diverse nature of our student population for all positions.

In creating qualifications of employment for such positions, the Board will not use a candidate's age, religion, race, creed, color, national origin, sex, disability, marital status, military status, political affiliation, sexual orientation, predisposing genetic characteristics domestic violence victim status, criminal arrest or conviction record or any other discriminatory classification under state or federal law as determinants of fitness for service, except in the case of sex, where the same would be a bona fide occupational qualification. In determining whether a particular applicant is qualified for a particular position, the District will not exclude a person with a disability who is able to perform the essential functions of the particular job, with or without reasonable accommodation.

In order to monitor the effects of the School District's recruitment program, the Superintendent of Schools or designee shall report no less than annually to the Board of Education.

An employee's misstatement of facts, material to qualifications for employment or the determination of salary shall be considered by this Board to constitute grounds for dismissal.

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

Adopted: September 29, 1987
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Cross Reference: Policy No. 4122: District Hiring Policy