

RECRUITMENT, HIRING AND RESIDENCE INITIATIVE

The Rochester Board of Education believes that the life and work experiences of employees of the Rochester City School District significantly influence the quality of education offered to its students. The Board values the richness and diversity of experiences through living, working and volunteering in urban environments and believes that such experiences enhance the quality of education and work delivered by the District's workforce. Consequently, the Board desires to promote and encourage the hiring of new employees with significant experiences in urban settings. As such, the Superintendent of Schools or designee shall implement and maintain a high-quality recruiting and hiring program to attract, secure and retain the qualified staff to meet the educational and other needs of City students and the District.

Recruitment

The District will seek out and hire the most qualified candidates for all vacant positions by recruiting from a variety of sources, including present staff. District employees may apply for all positions for which they meet the certification and other qualifications necessary to work at the Rochester City School District.

The Board and its employees shall adhere to the practice of recruiting and hiring personnel without regard to an individual's age, race, creed, color, national origin, sexual orientation, military status, sex, disability, predisposing genetic characteristics, marital status, or domestic violence victim status or any other status protected by applicable federal or state law.

Hiring

Subject to all applicable Civil Service, Education law and other legal and District requirements, the Superintendent of Schools or designee will give additional weight and consideration to applicants for new employment whose positions are subject to Board approval who are graduates of public schools in cities with populations of at least 110,000 residents or possess significant experience working with city youth in an urban environment prior to date of hire with the District. For purposes of this policy, experience working with city youth in an urban environment shall be defined as a minimum of two (2) years working or volunteering at a school district or youth-based not-for-profit entity in a city with a population of at least 110,000 residents. For purposes of competitive positions under the New York Civil Service law, the District shall give greater weight to any candidate scoring in the top three of the applicable Civil Service examinations that is a graduate of a public school in a city with a population of at least 110,000 or possess the urban work or volunteer experience described herein.

City Residence Initiative

The Board recognizes the benefits to the District and its students derived from employees that choose to establish a long-term commitment to living and raising their families in the Rochester community where they work. As such, subject to the appropriation and availability of funds as determined annually by the Superintendent, the District shall partner with the City of Rochester and participate in the City's Employer Assisted Housing Initiative ("Housing Initiative"). The City's Housing Initiative provides that funds of designated employers such as the District shall be matched with City funds for down payment and closing costs for homes offered on the private market that are located within the City of Rochester.

Subject to a District employee satisfying all requirements of the City's Housing Initiative, the availability of District funds, and such regulations and procedures established by the Superintendent, the District may provide a one-time, three thousand dollar (\$3,000) benefit for a specified number of employees that purchase their primary residences in the City of Rochester and live in the residence for at least five years. The City's Housing Initiative provides that the City will match the District's benefit dollar for dollar for first time purchasers of City residences in an amount up to three thousand dollars (\$3,000). The City and District benefits shall be available only for down payment and closing costs for such purchase.

Additionally, subject to the availability of District funds and regulations and procedures established by the Superintendent, the District may provide a one-time three thousand dollar (\$3000) benefit for a specified number of District employees that own or previously owned a residence in the City of Rochester and purchase a new home in the City where they shall live as their primary residence for at least five years. The District benefits shall be available only for down payment and closing costs for such purchase and may not be subject to matching funds through the City's Housing Initiative.

The Superintendent shall implement regulations and procedures to implement this Policy.

Ref: Age Discrimination in Employment Act (ADEA), 29 USC §§ 621 *et seq.* (prohibiting discrimination on the basis of age)
Americans with Disabilities Act (ADA), 42 USC §§ 12101 *et seq.* (prohibiting discrimination on the basis of disability)
Civil Rights Act of 1964 (Title VII), 42 USC §§ 2000e *et seq.* (prohibiting discrimination on the basis of color, national origin, race, religion and sex)
Rehabilitation Act of 1973 (Section 504), 29 USC § 794 (prohibiting discrimination on the basis of disability)
Title IX, 20 USC §§ 1681 *et seq.* (prohibiting discrimination on the basis of sex)
New York State Constitution, article V, § 6 (requiring public employees be appointed on the basis of merit and fitness)

Civil Service Law §§ 22, 40-44, 61(1) (rules on classified positions)
Education Law §§ 1604(8), 1709(16), 2503(3), 2554(2), 3012(1) (a)
(board's authority to hire employees)
Education Law §§ 1604(39), 1709(39), 1804(9), 1950(4), 2503(18),
2554(25) (fingerprinting requirements)
Executive Law §§ 290 *et seq.* (prohibiting discrimination on the basis of
age, color, creed, disability, marital status, national origin, race or sex)
8 NYCRR § 80-5.5 (§211 waiver process).

Adopted August 23, 2012 pursuant to Resolution No. 2012-13: 103