



Board Policy

Special Education Employees

The Board acknowledges its responsibility to recruit, hire, train, and retain highly qualified employees, as defined in the Federal Individuals with Disabilities Education Act (IDEA) and its accompanying regulations and in Article 89 of New York State Education Law and its accompanying regulations, to provide special education programs and services.

The Board will fulfill its obligation with regard to special education employees by taking measurable steps including, but not limited to, the following:

1. actively recruiting employees who possess prior experience working with students with disabilities;
2. soliciting resumes from graduates of institutions of higher education offering approved teacher preparatory programs in special education;
3. seeking candidates for teaching positions who are dually certified, to the extent possible;
4. ensuring that every member of the professional staff participates in annual professional performance reviews and professional development plans; and
5. providing appropriate ongoing training and professional development to CSE members and other special education program and service providers to ensure their continuing awareness of their obligations and responsibilities under the law.

The District Superintendent, Chief Operating Officer, or designee is responsible for ensuring that the professional staff is appropriately certified, licensed, and trained and that they meet the "highly qualified" standard established in Federal and State law. In the event that highly qualified individuals are not available, despite the best efforts of the administration, the Board recognizes its responsibilities to meet the certification standards established by the State Education Department.

References:

- [Individual with Disabilities Education Act \(IDEA\)](#)
- [8 NYCRR 200.2\(b\)\(12\)](#)
- [NYS Education Law Article 89](#)
- Board Policy 5150 - Recruitment, Selection, and Appointment of Employees
- Administrative Regulation 5150R.1 - Professional Staff Hiring