

Civil Service Hiring Reforms

The civil service system as it relates to hiring for certain positions in schools is not just antiquated, it is broken and systematic reforms are necessary for schools and all public employers.

School leaders agree that the administration of tests for competitive positions are too infrequent to provide comprehensive lists of eligible potential employees and the tested material does not properly relate to the actual job duties.

The Governor has clearly recognized reform is needed and has proposed authorizing continuous recruitment for competitive positions without the local civil service commission first determining that there are not enough eligible candidates. This should provide some modest relief to public employers.

- The state can and should do more to help current and prospective civil service employees and their school-based employers.
- Provide that provisional employees become permanent employees after 9 months of service if a test is not offered during their first 9 months of provisional service;
- Require counties to provide electronic lists and allow electronic canvassing;
- Prohibit counties from placing residency restrictions of the canvassing lists they send school districts—45% of the state’s school districts north of Westchester and Rockland Counties cross county lines [or “serve communities that cross county lines.”].

School leaders in many regions of the state are desperately trying to find competent and qualified public servants to serve their schools and students. They are not seeking to make it easier to discipline or terminate civil service employees; they simply want to ensure the rules allow them to hold onto outstanding provisional employees and more easily recruit future staff.

The Council supports the Governor’s proposal and urges further reforms