

*Existing policy with revisions based upon PA 17-173.*

## **Personnel – Certified/Non-Certified**

### **Recruitment and Selection**

It is the policy of the Board of Education to appoint the most qualified applicants to positions of employment within the Public Schools. The Board of Education and/or the Superintendent of schools shall be responsible for the appointment of all building level and district-wide administrator positions, which appointments shall be made in accordance with the procedures set forth in Section 10-151 of the Connecticut General Statutes, and in accordance with any applicable collective bargaining agreement and state and federal law.

The Superintendent of Schools is authorized to hire new personnel, the position and total number of which having been previously approved by the Board of Education. The Superintendent is also authorized to hire personnel to replace regular personnel whose employment has terminated either voluntarily or involuntarily. The Superintendent will consult with the administrator involved before hiring such personnel. The Superintendent of Schools and/or his/her designee shall be responsible for the selection and assignment of all personnel in the New Fairfield Public Schools except where such authority is reserved by the Board of Education, subject to the provisions of applicable collective bargaining agreement and state and federal law.

All personnel, including administrators, shall be selected on the basis of job-related skills, ability and potential contribution to the educational program and/or the best interests of the school system. It is the policy of the Board of Education to employ and retain the best qualified administrators, teachers and other personnel. This shall be accomplished through careful consideration of credentials, references, interviews, and evaluation of previous performance. The New Fairfield Board of Education is committed to a policy of non-discrimination in its recruitment, selection, and employment practices, in accordance with all state and federal regulations pertaining to Equal Employment Opportunity and Affirmative Action, as applicable.

The New Fairfield Board of Education recognizes that the increasing diversity of individuals and cultures is a growing characteristic of our state and nation, which should have a significant bearing on the activities of the school district. Further, the State of Connecticut has determined that the educational interests of the state require efforts by each school district to provide educational opportunities for its students to interact with teachers from other racial, ethnic and economic backgrounds in order to reduce racial, ethnic and economic isolation.

The Board believes that the importance of diversity of individuals and cultures must be recognized in the recruitment and selection of personnel in order to help promote an intellectually and culturally dynamic environment that enables students to gain an increased awareness and appreciation of the diverse world in which all are connected.

## Personnel - Certified

### Recruitment and Selection (continued)

Compensation shall be set on the basis of the current salary schedule as set forth in the applicable bargaining unit agreement. The Superintendent or designee shall report all new personnel hired at a Board meeting as soon after the appointments as possible.

The Superintendent shall insure that the District is in compliance with the provisions of Title I, the ~~No Child Left Behind~~ **Every Student Succeeds** Act, and any other applicable state or federal laws. ~~Manuals and handbooks shall comply with federal law as to the qualifications for instructional personnel. Notice of professional qualifications shall be provided to parents/guardians of students in Title I schools and staffing pattern reviews as required by law shall be conducted annually.~~

### Hiring of Retired Teachers

A **retired** teacher receiving benefits from the Teachers Retirement System (TRS) may be reemployed by the Board for up to one full school year in a position (1) designated by the Commissioner of Education as a subject shortage area, or (2) at a school located in a priority school district for the school year in which the teacher is being employed. Such employment may be for up to one full school year. Such reemployment may be extended for an additional school year, provided the Board (a) submits a written request for approval to the Teachers' Retirement Board, (b) certifies that no qualified candidates are available prior to the reemployment of such teacher and (c) indicates the type of assignment to be performed, the anticipated date of rehire and the expected duration of the assignment.

The salary of such teacher shall be fixed at an amount at least equal to that paid other teachers in the District with similar training and experience for the same type of service. ~~Upon Board approval of such employment, the retired teacher shall be eligible for the same health insurance benefits provided to active teachers employed by the District. No retirement benefits shall be paid during this period of reemployment.~~

Except as indicated below, and in the first paragraph in this section, a certified educator receiving retirement benefits from the Teachers Retirement System (TRS) may not be employed in a certified position receiving compensation paid out of public money appropriated for school purposes except that such educator may be employed in such a position and receive no more than forty-five percent of the maximum salary level for the assigned position. Any certified educator who receives in excess of such amount shall reimburse the Board for the amount of such excess.

Commencing July 1, 2016, to June 30, 2018, the exemption from the limitation on the compensation of a reemployed certified educator apply to an educator who (A) is receiving retirement benefits from TRS based on thirty-four or more years of credited service, (B) is reemployed in a district designated as an alliance district (pursuant to C.G.S. 10-262u), and (C) was serving in the district on July 1, 2015.

## **Personnel - Certified**

### **Recruitment and Selection** (continued)

A certified educator receiving retirement benefits from the system may be employed and receive compensation, health insurance benefits, and other employment benefits provided to active teachers employed by such school system provided such teacher does not receive a retirement income during such employment. Payment of such teacher's retirement income shall resume on the first day of the month following the termination of such employment.

(cf. 4111.1/4211.1 - Affirmative Action in Recruitment and Selection)

Legal Reference: Connecticut General Statutes  
10-151 Employment of teachers. Notice and hearing on termination of contract.

10-153 Discrimination on account of marital status.

10-155f Residency requirement prohibited.

10-183v Reemployment of teachers, as amended by P.A. 10-111, An Act Concerning Education Reform in Connecticut and P.A. 16-91, An Act Making Changes to the Teachers' Retirement System, and P.A. 17-173 An Act Concerning Minor Revisions and Additions to the Education Statutes)

10-220 Duties of boards of education.

46a-60 Discriminatory employment practices prohibited.

Federal Law:

Title VII, Civil Rights Act as amended by Title IX, Equal Employment Opportunity Act

20 U.S.C. § 6319 Qualifications for teachers and paraprofessionals Section (Section 1119 of P.L. 107-110, No Child Left Behind)

34 C.F.R. 200.55 et seq.

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NEW FAIRFIELD PUBLIC SCHOOLS  
New Fairfield, Connecticut