

Personnel-Certified/Non-Certified

Minority Recruitment Plan

The Board of Education (Board) recognizes that fundamental to a quality education is the need to provide students with an opportunity to interact with students and educators from different racial, ethnic and economic backgrounds.

In accordance with Sections 10-4a(3) and Section 10-220(a) of the Connecticut General Statutes, the Board of Education has developed the following written plan for minority educator recruitment:

1. All recruiting sources will be informed in writing of the Board's non-discrimination policy.
2. The Board will develop contacts with local training and educational institutions, including those with high minority enrollments, to publicize job openings within the school district and to solicit referrals of qualified minority candidates.
3. The Board will develop contacts with local minority community organizations to publicize job openings within the school district and to solicit referrals of qualified minority candidates.
4. The Board will maintain, or expand, as appropriate, its help-wanted advertising to include print and/or broadcast media that is targeted to minorities.
5. The Board will participate in local job fairs, including those that are sponsored by the minority community organizations or otherwise targeted toward minorities.
6. The Board, or its designee, will maintain records documenting all actions taken pursuant to this plan, including correspondence with recruitment agencies and other referral sources, job fair brochures and advertising copy.
7. The Board will review on an annual basis the effectiveness of this plan in increasing minority applicant flow and attracting qualified candidates for employment.

The Board shall make appropriate efforts to encourage, recruit, employ, and promote qualified minorities especially where under-utilized in the District's work force. Beginning with the school year commencing July 1, 2020 and each school year thereafter, the Board will utilize the strategies and resources made available to it by the State Department of Education's Minority Teacher Recruitment Policy Oversight Council to assist in meeting Connecticut's annual goal of hiring at least two hundred fifty new minority teachers and administrators, of which at least thirty percent are men.

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Minority Recruitment Plan (continued)

For purposes of the “Minority Teacher Candidate, Certification, Retention and Residency Year Program, (*Residency Program*)” the following definitions are applicable:

1. **“Minority”** is defined as individuals whose race is defined as other than white or whose ethnicity is defined as Hispanic or Latino as used by the U.S. Census Bureau.
2. **“Minority candidate”** is defined as a person who is a minority and is employed as a school paraprofessional or an associate instructor with a Board of Education.
3. **“Residency program”** is defined as a State Board of Education (SBE)-approved certification program in which participants serve in (1) a position that otherwise would require professional certification and (2) a full-time position for 10 school months at a Board of Education under the supervision of (a) a certified administrator or teacher and (b) a supervisor from the Regional Educational Service Center (RESC) or a private, nonprofit teacher or administrator operating the certification program.

The “Residency Program”

Alliance District Requirements

In addition, as a designated “alliance district” the Board of Education, beginning with the 2022-2023 school year will include in its plan submitted to the SDE for funding its plan to partner with an operator of a residency program in order to enroll minority candidates and place them in the District as part of the residency program.

As a participating Board, it will apply to the Commissioner of Education, at a time and in a manner the Commissioner prescribes, to receive a payment as established in law to cover specified costs.

The payments made or grants awarded may be used for costs associated with the:

1. enrollment of minority candidates in a residency program,
2. certification process for the minority candidates,
3. hiring of the minority candidates following the successful completion of a residency program, or
4. retention of minority candidates as certified employees of the school district.

The Board may hire a minority candidate who has successfully completed the residency program.

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Minority Recruitment Plan (continued)

Non-Alliance District Option

The District will partner with a residency program operator to enroll minority candidates and place them in the district as part of the “Residency Program.” Following the minority candidate’s successful completion of the residency program, the Board may hire the minority candidate.

The Board will apply to the Commissioner of Education, at a time and in a manner the Commissioner determines, to receive a grant for any of the allowed costs described in the law. The Commissioner may, within available appropriations, award a grant to a non-alliance board of education for any of the allowed costs.

Legal Reference: Connecticut General Statutes
 10-4a (3) Educational interests of state identified.
 10-151 Employment of teachers. Notice and hearing on termination of contract.
 10-153 Discrimination on account of marital status.
 10-220(a) Duties of Boards of Education. (as amended by PA 98-252)
 46a-60 Discriminatory employment practices prohibited.
 PA 16-41 An Act Concerning the Recommendations of the Minority Teacher Recruitment Task Force.
 PA 18-34 An Act Concerning Minority Teacher Recruitment and Retention.
 PA 19-74 An Act Concerning Minority Teacher Recruitment and Retention.
 PA 21-2 June Special Session, Sections 378 & 379.

Policy adopted: August 19, 2010
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NEW FAIRFIELD PUBLIC SCHOOLS
New Fairfield, Connecticut