

Personnel

Certified Personnel

Staff Planning/Creation of Positions/Recruitment, Screening, & Selection

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Staff Planning: As part of annual budget development, the Superintendent of Schools shall review staffing needs with the board of education with recommendations for new positions or for staff reductions. Before a new position is established, the superintendent will present, for board review, a job description for the new position which specifies necessary qualifications and performance responsibilities.

Creation of Positions: All certified staff positions are created or reduced only by the board of education which has the sole responsibility to create or establish positions necessary to accomplish the school system's goals and objectives.

Recruitment, Screening, and Selection: The Superintendent of schools shall maintain an effective recruitment program to attract, secure, and retain the best qualified candidates who are highly qualified as defined by federal law for all certified and non-certified staff positions. The Board of Education recognizes the heterogeneity of the people who live in the school district and encourages the recruitment and employment of the best qualified candidates in its efforts to reflect the heterogeneity of the school district.

In screening candidates for employment, especially in interviewing selected candidates, the Superintendent may involve, as appropriate, the Board of Education, administrators, teachers, parents, support staff, and others. This involvement is advisory to the superintendent and the superintendent shall explain the role, responsibilities, and limits of authority of participants prior to their participation in the screening process.

It is the responsibility of the Superintendent to identify and recommend personnel needs of the school system and to recruit and employ, or recommend to the board, suitable candidates.

The Superintendent shall insure that all certified personnel employed or recommended to the board meet state certification requirements for the position, including required fingerprinting and other criminal records checks.

The Superintendent shall insure that the District is in compliance with the provisions of Title I, the No Child Left Behind Act. 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.

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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 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 said 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 the active teachers employed by the District. No retirement benefits shall be paid during this period of reemployment.

Legal Reference:

Connecticut General Statutes

10-151 Employment of teachers. Notice and hearing on failure to renew or termination of contract. Appeal.

10-153 Discrimination on account of marital status.

10-183v Reemployment of teachers, as amended by P.A. 10-111, An Act Concerning Education Reform in Connecticut.

10-220 Duties of Boards of Education (as amended by PA 90-052)

46a-60 Discriminatory employment practices prohibited.

20 U.S.C. Section 1119 No Child Left Behind Act

34 C.F.R. 200.55 Federal Regulation

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