

Personnel -- Certified/Non-Certified

Recruitment and Selection

The Board of Education believes that the most important person in the educational life of any student is his/her teacher. Therefore, the Board of Education believes in recruiting and employing the best talent available (teachers, administrators, counselors, library media specialists, etc.), recognizing the contributions of diverse staff. All classroom District teachers as defined in the Every Student Succeeds Act, must be determined to be effective teachers, meeting applicable state certification and licensure requirements.

The Board of Education recognizes the heterogeneity of the people who reside in the school district and believes that diversity should have an important bearing on all aspects of the school district's activities. (i.e., Gender, Ethnicity, etc.)

The Board of Education believes it is especially important that this heterogeneity be recognized in the recruitment, hiring, promotion and assignment of personnel. The administration and staff shall engage in fair and sound personnel practices in the appointment of all district employees including non-certified staff. The administration shall be responsible for establishing recruitment, selection and appointment procedures.

On the application form, an applicant for any position in the school district shall disclose any previous relationship with the Superintendent or any Board member. Previous relationships will include any business, financial, personal, political or family connections.

When recommending a candidate to the Board of Education, the Superintendent will disclose any prior knowledge or relationship with any candidate recommended for employment.

(cf. 4115 – Evaluation)

Legal Reference: Connecticut General Statutes
 10-151 Employment of teachers. Notice and hearing on termination of contract (as amended by P.A. 12-116 An Act Concerning Educational Reform)
 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, P.A. 16-91, An Act Making Changes to the Teachers' Retirement System, and PA 17-173 An Act Concerning Minor Revisions and Additions to the Education Statutes
 10-220 Duties of Boards of Education.
 31-126 Unfair Employment Practices
 46a-60 Discriminatory employment practices prohibited.
 P.L. 114-95 Every Student Succeeds Act, S.1177-55, 56

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NEWTOWN PUBLIC SCHOOLS
Newtown, Connecticut