

Personnel – Certified / Non-Certified

4111

RECRUITMENT AND SELECTION

4211(a)

The Board of Education authorizes the Superintendent to employ teachers. The Board directs the Superintendent to develop and maintain a recruitment program designed to attract and retain the most effective personnel in the District's schools. All District teachers must meet applicable state certification and licensure requirements, including any requirements for certification obtained through alternate routes to certification.

The Board of Education believes it is especially important to ensure recruitment, hiring, and retention efforts result in increasing educator diversity. The administration is directed to make a determined and substantial effort that the recruitment procedures of the district increase diversity consistent with PA 23-167, Section 10.

The schools shall engage in fair and sound personnel practices in the appointment of all district employees. The District's administration shall be responsible for establishing recruitment, selection, and appointment procedures.

A Board member will serve as a member of hiring committees for Central Office Administrators.

Hiring of Retired Teachers

A **retired** teacher receiving benefits from the Teachers Retirement Board (TRB) may be reemployed by the Board for up to one full school year in a position designated by the Commissioner of Education as a subject shortage area. 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 equal to 45% of that paid to other teachers in the District with similar training and experience for the same type of service.

Nepotism

The Board is committed to hiring qualified candidates while preventing both actual and perceived nepotism in employment practices within Fairfield Public Schools.

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4211(b)

Definitions

- **For the purposes of this policy “immediate family”** means a spouse, child, stepchild, parent, stepparent, sister, brother, half-sister, or half-brother.
- **For the purposes of this policy “relative”** means a sister-in-law, brother-in-law, mother-in-law, father-in-law, daughter-in-law, son-in-law, aunt, uncle, niece, nephew, first cousin, grandparent, foster child, grandchild, or individual living in the same household.
- **For the purposes of this policy “familial relationship”** means a relationship between a member of one’s immediate family or a relative, as defined within this policy.

No individuals shall be hired in a position of employment that would result in a supervisory or evaluative relationship between a current employee and a relative or immediate family member.

No employee may be involved in the process of screening for advancement in the application process, interviewing or hiring his or her relatives or immediate family members.

No administrator or supervisor shall supervise any of his or her relatives or immediate family members.

The Superintendent will disclose to the Board all hires with whom he/she has a current or prior professional or familial relationship.

(cf. 4111.3 - Increasing Educator Diversity)

(cf. 4115 - Evaluation)

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4211(c)

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 and PA 18-42 An Act Concerning a Provision Concerning Reemployment of Certain Teachers.

10-220 Duties of Boards of Education (as amended by PA 98-252)

31-126 Unfair Employment Practices.

46a-60 Discriminatory employment practices prohibited.

Title IV Equal Employment Opportunities.

34 C.F.R. 200.55 Federal Regulations.

P.L. 114-95 Every Student Succeeds Act, S.1177-55, 56

PA 23-167 An Act Concerning Transparency in Education Section 10

Adopted 8/27/2004

Revised and Adopted 5/27/2025