

Personnel – Certified / Non-Certified

4111

RECRUITMENT AND SELECTION

4211

The Board of Education is committed to the policy of recruiting and retaining the best, qualified staff within the limitations of the budget and the approved compensation.

Major criteria for selection shall be based on credentials, interviews, references, evaluation of previous performance, and personal qualities of the applicants. Personnel shall be considered on the basis of their effectiveness without discrimination as defined by law.

The recruitment and selection of all staff shall be based on the following:

- The Fairfield Board of Education in its employment practices shall not discriminate. It is an equal opportunity employer.
- Furthermore, the Fairfield Board of Education shall actively seek candidates among minority groups for filling vacancies existing for all certified and non-certified positions in the Fairfield Public Schools.
- The Fairfield Board of Education shall always choose the best qualified candidate to fill any vacancy while avoiding discriminatory practices as prohibited by Connecticut General Statutes.

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.
10-183v Reemployment of teachers, as amended by PA 10-111, An Act Concerning Education Reform in Connecticut
10-220 Duties of Boards of Education (as amended by PA 98-252)
46a-60 Discriminatory employment practices prohibited
20 U.S.C. Section 1119 N Child Left Behind Act
34 C.F.R. 200.55 Federal Regulations
Circular Letter C-6, Series 2004-2005, Determining “Highly Qualified” Teachers
Circular Letter C-9, Series 2004-2005, “No Child Left Behind” and Districts’ **H**igh **O**bjective **U**niform **S**tate **S**tandard of **E**valuation (HOUSSE) Plans.
Circular Letter C-9, Series 2007-2008, “Discontinued Use of District’ **H**igh **O**bjective **U**niform **S**tate **S**tandard of **E**valuation (HOUSSE) Plans.
Circular Letter C-13, Series 2007-2008, “Construction of HOUSSE Plans for Highly Qualifying Veteran Teachers”

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