

**Recruitment & Selection**

The Bethany Board of Education (the “Board”) directs the Superintendent to develop and maintain a recruitment program to attract and retain the best possible personnel who are “effective teachers” as defined by federal law. All District teachers and staff must meet applicable state certification and licensure requirements, including any requirements for certification obtained through alternate routes to certification.

The District recognizes the heterogeneity of the people who live in the School District and believes that this characteristic should have an important bearing on all aspects of the District's activities.

The Board believes it is especially important that this heterogeneity of population be recognized in the recruitment and assignment of personnel.

To this end, the Board directs the Superintendent to develop and implement a written plan for minority staff recruitment.

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

The Superintendent shall ensure that the District is in compliance with the provisions of Title I and the Every Student Succeeds Act. Manuals and handbooks shall comply with federal law as to the qualifications for instructional personnel. Parents/guardians of students in Title I schools shall be informed annually, at the beginning of each school year, of their right to request information about whether their child's teacher has met state qualifications and licensing criteria for the grade levels and subject areas in which the teacher provides instruction; is teaching under emergency or other provisional status through which state qualifications or licensing criteria have been waived; and is teaching in the field of discipline of the certification of the teacher. The qualifications of services provided by paraprofessionals shall also be provided.

**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 (1) full school year in a position a) designated by the Commissioner of Education as a subject shortage area, or b) at a school located in a priority school district for the school year in which the teacher is being employed. Such employment may be for up to one (1) 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 at least equal to that paid other teachers in the District with similar training and experience for the same type of service.

**PERSONNEL – CERTIFIED/NON-CERTIFIED**

**4111(b)**

**4211(b)**

Except as indicated below, and in the first paragraph in this Section, a certified educator receiving retirement benefits from the Teachers Retirement System (TRS) may not be employed in a certified position receiving compensation paid out of public money appropriated for school purposes except that such educator may be employed in such a position and receive no more than forty-five percent (45%) of the maximum salary level for the assigned position. Any certified educator who receives in excess of such amount shall reimburse the Board for the amount of such excess.

Commencing July 1, 2016, to June 30, 2020, the exemption from the limitation on the compensation of a reemployed certified educator apply to an educator who a) is receiving retirement benefits from TRS based on thirty-four (34) or more years of credited service, b) is reemployed in a district designated as an alliance district (pursuant to Connecticut General Statutes 10-262u), and c) was serving in the district on July 1, 2015.

A certified educator receiving retirement benefits from the system may be employed and receive compensation, health insurance benefits, and other employment benefits provided to active teachers employed by such school system provided such teacher does not receive a retirement income during such employment. Payment of such teacher's retirement income shall resume on the first day of the month following the termination of such employment.

Legal Reference:            Connecticut General Statute § 10-151  
                                 Connecticut General Statute § 10-153  
                                 Connecticut General Statute § 10-183v, as amended  
                                 Connecticut General Statute § 10-220  
                                 Connecticut General Statute § 46a-60  
                                 Title IV Equal Employment Opportunities  
                                 34 CFR 200.55 Federal Regulations  
                                 Public Law 114-95 Every Student Succeeds Act, § 1177-55, 56

Policy adopted:            September 9, 1991  
Policy revised:            September 9, 1998  
Policy revised:            October 10, 2012  
Policy revised:            March 11, 2015  
Policy revised:            May 11, 2016  
Policy revised:            November 9, 2016  
Policy revised:            December 12, 2018