

RECRUITMENT AND EMPLOYMENT OF PROFESSIONAL STAFF  
REQUIRING CERTIFICATION FROM  
THE CONNECTICUT STATE DEPARTMENT OF EDUCATION

The Board of Education of Regional School District No. 7 has as a goal, quality education. In order to reach this goal and to support a strong educational program, the Board seeks to employ and hold outstanding teachers.

The Board:

- I. Will employ teachers who possess:
  - a. demonstrated teaching skills,
  - b. emotional maturity,
  - c. intellectual vigor,
  - d. understanding of young people, and
  - e. good physical health;and who are:
  - a. professionally prepared,
  - b. appropriately certified, and
  - c. professionally enthusiastic.
- II. Delegates staff recruitment and selection for recommendation to the Board of Education to the Superintendent of Schools who will obtain the advice of the principal and appropriate professional staff. (The Board may also delegate power to hire to Superintendent for limited time periods.)
- III. Requires all candidates for employment to make application for positions through the office of the Superintendent of Schools.
- IV. Requires the Superintendent to develop appropriate written procedures to carry out this policy.

All vacancies will be appropriately advertised. As an equal opportunity employer, the Board of Education does not discriminate on the basis of race, color, religious creed, age, marital status, national origin, ancestry, sex, sexual orientation, past or present history of mental disorder, mental retardation, learning disability, regarding any individual who can perform the essential functions of the job, with or without reasonable accommodations, physical disability (including blindness), or other disability except in the case of a bona fide occupational qualification or need.

c.f. 2110

c.f. 2111

RECRUITMENT AND EMPLOYMENT OF PROFESSIONAL STAFF  
REQUIRING CERTIFICATION FROM  
THE CONNECTICUT STATE DEPARTMENT OF EDUCATION (Continued...)

- Legal References:
- Title VII of the Civil Rights Act of 1964, 42 U.S.C., sub 2000e.
  - Age Discrimination in Employment Act, 29 U.S.C. Sec. 621.
  - Executive Order 11246.
  - Connecticut General Statutes
  - Connecticut Constitution Article I, Section 20; Amendment V Equal Rights Protection Amendment
  - 46a-51 (8), (17), (18) Discriminatory practices.
  - 46a-58(a) Deprivation of rights.
  - 46a-60 Discriminatory employment practices prohibited.
  - 46a-79 State policy re employment of criminal offenders.
  - 46a-80 Denial of employment based on prior conviction of crime.
  - 10-153 Discrimination on account of marital status.
  - PA 91-58 An act concerning discrimination on the basis of sexual Orientation.