

Personnel – Certified/Non-Certified

Appointment and Conditions of Employment

The Amity Regional School District No. 5 (ARSD) Board of Education (Board) delegates to the Superintendent the authority to hire certified (except administration) and supplementary positions. In the case of administrative personnel the Superintendent shall nominate a candidate to the Board.

The Superintendent also has the authority to hire support and substitute personnel. On a monthly basis at a minimum the Superintendent shall notify the Board of those individuals who have been hired; notification shall include a brief description of each newly hired teacher.

The Superintendent shall make it an object of paramount interest to secure highly qualified teachers and other employees for the schools. For each vacancy the Superintendent shall select the ablest and best qualified candidate available. The Superintendent shall ensure that all certified personnel to be employed meet state requirements for the position.

The Superintendent shall conduct an annual review of supplemental pay positions to determine their continued need.

The following guidelines shall be observed in hiring personnel:

1. Residence shall not be a factor.
2. No member of the immediate family of any member of the Board of Education shall be employed in any continuing capacity by the Board. This is not to be construed as requiring the resignation of any employee, should a member of his/her immediate family be elected to the Board.
3. Relatives of professional administrative or supervisory personnel shall not serve under the supervision of the administrator or supervisor to whom they are related. This is not to be construed as requiring the resignation of any person already in the employ of the Board.
4. Temporary appointments of a relative as described in paragraphs 2 and 3 above may be made.

Legal Reference: Connecticut General Statutes
10-151 Employment of teachers. Definitions.
Notice and hearing on failure to renew or termination of contract. Appeal.
10-153 Discrimination on account of marital status.
10-155f Residency requirement prohibited.
46a-60 Discriminatory employment practices prohibited.