

Personnel -- Certified/Non-Certified

Recruitment and Selection

The Marlborough Board of Education recognizes the diversity of the people who live in the school district and believes that this characteristic should have an important bearing on all aspects of the school district's activities.

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

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

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.

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

46a-60 Discriminatory employment practices prohibited.

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Minority Recruitment Plan

In accordance with Sections 10-4A(3) and Section 10-220(a) of the Connecticut General Statutes, the Marlborough Board of Education has developed the following written plan for minority staff recruitment:

1. All recruiting sources will be informed in writing of the Board's non-discrimination policy.
2. The Board representatives or their designees will contact local training and education institutions, including those with high minority enrollments, to publicize job openings within the school district and to solicit referrals of qualified minority candidates.
3. The Board representatives or their designees will expand its help-wanted advertising to include Connecticut Regional Education Applicant and Placement Program (CT REAP), and electronic career placement system that streamlines the hiring process for both the applicant and the human resource professionals in school districts throughout the state and which will include electronic applications from anywhere in the world.
4. As possible, Board representatives or their designees will participate in local job fairs, including those that are sponsored by minority community organizations or otherwise directed toward minorities.
5. The Board's designee will maintain records documenting actions taken pursuant to this plan, including correspondence with recruitment agencies and other referral sources, job fair brochures and advertising copy.
6. The Board will review, on an annual basis, the effectiveness of this plan in increasing minority applicant flow and attracting candidates for employment.

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Policy adopted: August 24, 2000

MARLBOROUGH PUBLIC SCHOOLS
Marlborough, Connecticut