

Personnel --Non-Certified

Support Staff Re-employment

This policy shall apply to all non-certified positions in the service of the New London Board of Education to which the Superintendent of Schools makes appointments.

As defined in this policy, “employees” shall refer solely and exclusively to persons who formerly occupied full-time, permanent non-certified positions outside with the New London Board of Education and who were terminated in good standing from a full-time position.

Any employee who was terminated in good standing, as determined by the Superintendent of Schools, and who has neither applied for nor is drawing a city pension from the City of New London’s Contributory Pension Plan, may request re-employment. Said written request shall be made in accordance with New London Board of Education policies and regulations.

The Superintendent of Schools shall determine if said former employee was terminated in good standing and had a satisfactory work record. If it is in the best interest of the school district to consider the applicant for re-employment, the Superintendent of Schools may re-employ the former employee to fill any vacant permanent position for which the applicant qualifies, provided such action does not violate existing agreements with certified employee bargaining units.

Former employees wishing to become eligible for re-employment under this policy must pass applicable physical examinations required by the City of New London as a condition of any proposed re-employment. Former employees shall also be subject to new background checks, drug screening, and completion of mandated trainings to be eligible for re-employment.

Pursuant to this policy, employees shall, upon their re-employment, commence works as probationary employees in the rank, grade, or classification to which they are re-employed, in a manner identical to newly hired employees appointed to such position without any prior service with the Board of Education. They shall receive compensation and benefits available to newly hired employees, with the following exception only:

For purposes of pension rights, including credit toward vesting and for required pension contribution, persons re-employed pursuant to this policy shall, upon their re-employment, be credited with the period of service worked prior to their terminations, in addition to the period worked after the break in service. Any employee pension contribution required by the pension plan prior to the break in service must be paid on the date of re-employment, in accordance with the City of New London’s Contributory Pension Plan.

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All recorded accumulative sick time will be re-instated to the employee if he or she is re-employed within one year of termination.

In addition, for purposes of calculating longevity the initial employment date will be used.

Current employees who were employed in accordance with the terms and conditions of this policy, prior to the date of this policy, are eligible for the benefits outlined in the previous paragraph. The applicability of the policy to current employees shall be determined by the Superintendent of Schools upon presentation of evidence of previous employment with the New London Board of Education or the City of New London within six months of the approval date of this policy.

Notwithstanding collective bargaining agreements to the contrary, there is hereby established for re-employable employees a “service compensation date,” which shall be a date computed by addition to the last date of employment of all prior full-time Board of Education or City service time, exclusive of service breaks. This date shall be used only to determine pension benefits. Seniority rights, as they relate to all other employment applications and situations, will be interpreted and applied as defined in the applicable Collective Bargaining Agreements.

Policy adopted: November 17, 2005
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NEW LONDON PUBLIC SCHOOLS
New London, Connecticut