

Recruitment and Selection of Staff**I. RECRUITMENT OF CANDIDATES**

The Board of Education will seek for employment in the district the most qualified persons available for each position.

II. NONDISCRIMINATION IN HIRING

The Board of Education will provide equal employment opportunities for all persons without regard to race, color, religious creed, age, marital status, sex, sexual orientation, national origin, ancestry, or physical disability. No advertisement of employment opportunities may by intent or design restrict employment based upon discrimination as defined by law.

III. MINORITY RECRUITMENT

The Wallingford Board of Education recognizes that the increasing diversity of individuals and cultures is a growing characteristic of our state and nation, which should have a significant bearing on the activities of the school district. Further, the State of Connecticut has determined that the educational interests of the state require efforts by each school district to provide educational opportunities for its students to interact with teachers from diverse racial, ethnic and economic backgrounds in order to reduce racial, ethnic and economic isolation.

To this end, the Board of Education believes that the importance of diversity of individuals and cultures should be recognized in the recruitment and assignment of personnel in order to help promote an intellectually and culturally dynamic environment that enables all students to gain an increased awareness and appreciation of the diverse world in which all are connected.

Accordingly, the Superintendent of Schools shall develop and maintain a written plan for minority staff recruitment as approved by the Board and shall report to the Board annually on implementation of the plan. Consistent with the Board's policies on Affirmative Action as stated in section II, the plan for minority staff recruitment shall provide for a concerted effort to attract talented minority educators and other minority personnel to serve in available positions within the Wallingford schools. The long-range goal of this plan shall be to achieve staffing of the school district and of each school which is broadly representative of the populations of the state and the region of the state of which Wallingford is a part.

PERSONNEL

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Legal References: *Connecticut General Statutes*

- 10-151 Employment of teachers.
- 10-153 Discrimination on account of marital status.
- 10-220 Duties of boards of education.
- 46a-60 Discriminatory employment practices prohibited.
- 46a-81c Sexual orientation discrimination: employment.

Policy Adopted: 12/13/99

Policy Revised: 12/12/11