

Lisbon School District

15 Newent Road
Lisbon, CT 06351

4112

Personnel - Certified

Appointment

The Lisbon Board of Education delegates the Superintendent the authority to hire certified (except administration), and supplementary positions. In the case of administrative or supervisory personnel, an interview committee that may include any member of the Board will be convened to evaluate applicants and make recommendations to the Superintendent. The Superintendent shall present the hired 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.

The Superintendent shall make it an object of paramount interest to secure competent 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. 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 of Education.
3. Temporary appointments of a relative as described in paragraphs 2) and 3) above may be made.
4. The "wage range" of the position for which an applicant is applying will be provided, upon the earliest of (a) the applicant's request, or (b) prior to or at the time the applicant is made an offer of compensation.
5. Employees will be provided with the wage ranges when their position with the District changes, or when they first request it.

The Board will not discriminate in the amount of compensation paid to any employee on the

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basis of sex/gender. Any pay difference between employees must be proven to be based upon a (1) seniority system; (2) merit system; (3) system that measures earnings by production quantity or quality; or (4) differential system based on a bona fide factor other than sex, such as education, training, experience, credentials, skill, and geographic location.

(cf. 4141 - Salary Guides)

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.

[31-40z](#) Penalizing employees for discussion or disclosure of wage information prohibited. Enforcement. (as amended by P.A. 21-30)

[31-75](#) Discrimination on the basis of sex. Prohibited practice. Employer demonstration. (as amended by P.A. 21-30)

[46a-60](#) Discriminatory employment practices prohibited.

P.A. 21-30 An Act Concerning the Disclosure of Salary Range for a Vacant Position.

Title VII, Civil Rights Act as amended by Title IX, Equal Employment Opportunity.

Policy adopted: 09/12/22-Lisbon Board of Education