

**ENFIELD PUBLIC SCHOOLS**  
**Enfield, Connecticut**

**Personnel – Certified**

**4141**

**Salary Policies for Teaching Personnel**

Teachers entering service in the Enfield Public Schools for the first time shall be placed on the salary schedule at the appropriate step and on the proper preparation level as determined by the Superintendent of Schools with the concurrence of the Board of Education (Board).

**Disclosure of “Wage Range”**

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. Employees will be provided with the wage ranges when their position with the District changes, or when they first request it.

**Gender Discrimination**

The Board will not discriminate in the amount of compensation paid to any employee on the basis of sex/gender. Any pay difference between employees due to gender 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.

**Credit Experience**

Credit will be given for the following types of experience outside the Enfield Public Schools:

**1. Credit for Teaching Experience**

- a. Public School teaching in fully recognized and accredited schools.
- b. Private school teaching - in fully recognized and accredited schools. Private kindergarten and nursery school experience will be given full credit provided that the State Department of Education, in the State where such teaching occurred, requires certification for such teaching and the candidate can produce evidence of being certified at the time of such teaching.
- c. College teaching - in fully recognized and accredited schools.
- d. Any other form of teaching whereby certification is required by a state Department of Education.
- e. Permanent substitutes who have taught in one of the above classifications.

**Salary Policies for Teaching Personnel****Credit for Teaching Experience** (continued)

Continuous teaching in any one school of more than five (5) months, in one school year, must have taken place in order to receive credit for a step on the salary schedule.

**2. Credit for Work in Industry**

A year's credit will be given for each year of employment in an occupation which in the opinion of the Superintendent of School, is related to the specialized field of teaching the candidate is to enter. Such employment must have provided a type of experience, which should be of benefit to the person as a teacher in the specialized field. Such credit will be limited to no more than six (6) years.

(cf. 4112/4212 – Appointment and Conditions of Employment)

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: April 23, 2019**

**Policy Revised: September 27, 2022**