

STIPULATED AGREEMENT
In the matter of
STATE OF CONNECTICUT,
CONNECTICUT TECHNICAL EDUCATION AND CAREER SYSTEM (CTECS)
and
STATE VOCATIONAL FEDERATION OF TEACHERS, LOCAL 4200A (SVFT)

In full and final resolution of the matter of "SVFT and CTECS," AAA Case # 01-23-0005-5162, (outside hires), the parties agree to the following:

1. In accordance with the requirements established by Article 11, Section One (a) of the Collective Bargaining Agreement, recruitment for all positions outside the transfer window shall be completed as follows:
 - a. Vacancy shall be posted internally and externally concurrently.
 - b. Human resources will receive and manage all applications and control access to those applications.
 - c. Hiring managers shall not have access to any external candidates until the internal hiring process has been exhausted.
 - d. Internal candidates who satisfy the criteria of Section One (a)(1), (2) and (3) of Article 11 shall be eligible to move forward with the recruitment process.
 - e. Only internal candidates shall be interviewed in accordance with the system's standard hiring practices.
 - f. Any internal candidate who scores 70% or more of the maximum possible points available during the interview process shall be considered qualified for the position. The highest scoring of the qualified internal candidates will be the preferred candidate.
 - g. If no internal candidates apply for the position or if none of the internal candidates who were interviewed achieve at least 70% of the maximum possible points in the interview process, the hiring manager will then have access to outside candidates. A qualified outside candidate must achieve at least 70% of the maximum possible points in the interview process.
2. In the event CTECS is unable to limit access of external candidates to the hiring manager(s), then vacancies shall be posted for at least seven (7) days for internal candidates only, notwithstanding subsection 1a above.
3. The process outlined in this agreement shall be reviewed within six months or earlier as determined by mutual agreement.

