

BRANDYWINE HEIGHTS AREA SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: EMPLOYMENT OF
PROFESSIONAL EMPLOYEES

ADOPTED: June 28, 2004

REVISED:

404. EMPLOYMENT OF PROFESSIONAL EMPLOYEES	
<p>1. Purpose Title 22 Sec. 4.4</p>	<p>The Board places substantial responsibility for the educational program and effective operation of the schools with the professional staff employed by the district.</p>
<p>2. Authority SC 508, 1106, 1142, 1146</p> <p>SC 1111</p>	<p>The Board, by a majority vote of all members, shall approve the employment; set the compensation; and establish the term of employment for each professional staff member employed by the district.</p> <p>No teacher shall be employed who is related to any member of the Board, as defined in statute, unless such teacher receives the affirmative vote of a majority of all members of the Board other than the member related to the applicant, who shall not vote.</p>
<p>3. Guidelines</p> <p>SC 1204.1</p> <p>SC 111 23 Pa. C.S.A. 6301 et seq Title 22 Sec 8.1 et seq</p> <p>SC 1201 Title 22 Sec. 49.81 et seq</p> <p>42 U.S.C. Sec. 653a</p>	<p>Approval shall normally be given to the candidates for employment recommended by the Superintendent.</p> <p>The district shall use the Standard Application For Teaching Positions but may establish and implement other application requirements.</p> <p>No candidate shall be employed until such candidate has complied with the mandatory background check requirements for criminal history and child abuse and the district has evaluated the results of that screening process.</p> <p>Any employee's misstatement of fact material to qualifications for employment or determination of salary shall constitute grounds for dismissal by the Board.</p> <p>No candidate for professional employment shall receive recommendation for such employment without evidence of his/her certification.</p> <p>The district shall submit a New Hire Report for each employee required to be reported by law.</p>

<p>4. Delegation of Responsibility Pol. 104 P.L. 88-352 P.L. 92-318</p>	<p>The Superintendent or designee shall develop procedures for the recruitment, screening and recommendation of candidates for employment as professionals, in accordance with Board policy and state and federal law and regulations and the following:</p> <ol style="list-style-type: none">1. It is the Superintendent's duty to maintain a file of potential recruits for professional positions. Each principal will keep the Superintendent informed of personnel needs.2. The Superintendent and the principal will jointly determine criteria for the selection of each professional. Criteria will be flexible to meet instructional needs.3. The principal will determine the individuals who are selected to fill the professional vacancy. However, the Superintendent will make a recommendation to the Board.4. The Superintendent will include data on his/her selectee and a recommendation for appointment in his/her report to the Board. <p>The Superintendent or designee may apply necessary screening procedures to determine the candidate's ability to perform the tasks of the job for which the candidate is being considered.</p> <p>The Superintendent or designee shall seek recommendations from former employers and others to assess the candidate's qualifications. Recommendations and references shall be retained confidentially and for official use only.</p>
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