

**Lower Merion School District**

Policy No.:

503

Section:

CLASSIFIED EMPLOYEES  
EMPLOYMENT OF STUDENTS

Title:

Date Adopted:

10/24/05

Date Last Revised:

**503 EMPLOYMENT OF STUDENTS**

The Board recognizes the role that qualified and competent student employees perform in the effective operation of the programs of the District.

The Board shall approve the employment, set the compensation, and establish the term of employment for each student employed by the District.

Approval shall normally be given to the candidates for employment recommended by the Superintendent.

The District shall submit a New Hire Report for each employee required to be reported by law.

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.

The Superintendent or designee shall develop procedures for the recruitment, screening, and recommendation of candidates for student employment:

1. in accordance with Board policy and state and federal law and regulations; and
2. in a manner designed to provide equality of opportunity in employment and to guard against discrimination and favoritism.

Nothing in this policy is intended to confer employee fringe benefits to students.

School Code §406, 111

42 U.S.C. Sec. 653a

23 Pa. C.S.A. 6301

Pol. 104

P.L. 88-352

P.L. 92-318