

SECTION: PROFESSIONAL EMPLOYEES

TITLE: EMPLOYMENT OF PROFESSIONAL EMPLOYEES

ADOPTED: April 28, 2004

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HAMPTON TOWNSHIP SCHOOL DISTRICT

<p>1. Purpose Title 22 Sec. 4.4</p> <p>2. Authority SC 508, 1106, 1142, 1146 SC 1111</p> <p>Definitions</p> <p>3. Guidelines</p> <p>SC 1204.1</p>	<p style="text-align: center;">404. EMPLOYMENT OF PROFESSIONAL EMPLOYEES</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>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 two (2) Relatives from any one (1) family may be employed at the same school or District Administrative Office.</p> <p>"Relative" is defined as an employee's parent, spouse, child, brother, sister, niece, nephew, aunt, uncle, grandchild, grandparent, stepchild, stepsiblings, stepparent, stepgrandchild, stepgrandparent, first cousin, in-law, or any person living in the same household as the employee.</p> <p>This limitation on employment of Relatives shall apply to professional employees, temporary professional employees, long-term substitute employees, part-time professional employees, and coaches, irrespective of whether it is a paid or unpaid position.</p> <p>The prohibition of employing Relatives, as noted above, shall not apply when a majority of disinterested Board members conclude that, considering such factors as the person's experience, qualifications and/or the nature of the position, the public interest would be served and not harmed as a result of the waiver.</p> <p>Approval shall normally be given to the candidates for employment recommended by the Superintendent.</p> <p>When any recommended candidate has been rejected by the Board, the Superintendent shall make a substitute recommendation.</p> <p>The district shall use the Standard Application For Teaching Positions but may establish and implement other application requirements.</p>
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<p>SC 111 23 Pa. C.S.A. 6301 et seq</p>	<p>No candidate shall be employed until such candidate has complied with any mandatory background checks, applicable at the time of hire, which presently include those commonly referred to as: Act 34 - Pennsylvania Criminal History Record Check as amended by Act 24 of 2011, Act 151 - Pennsylvania Child Abuse History Record Check, and Act 114 - Federal Criminal History Record Check (fingerprint check). The cost of the background checks will be at the expense of the employee.</p>
<p>SC 1201 Title 22 Sec. 49.81 et seq</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>42 U.S.C. Sec. 653a</p>	<p>Utilization of professional employees prior to employment approval by the Board is authorized when necessary to maintain continuity in the educational program. Retroactive employment shall be recommended to the Board at the next regular meeting.</p>
<p>20 U.S.C. Sec. 6319</p>	<p>No candidate for professional employment shall receive recommendation for such employment without evidence of his/her certification.</p>
<p>4. Delegation of Responsibility Pol. 104 P.L. 88-352 P.L. 92-318</p>	<p>The district shall submit a New Hire Report for each employee required to be reported by law.</p>
<p>SC 1109</p>	<p><u>Title I Teachers</u> All teachers working in a program supported with Title I funds who were hired after January 8, 2002, shall be highly qualified, as defined by federal law and regulations.</p>
<p>SC 1109</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.</p>
<p>SC 1109</p>	<p>Candidates shall be recommended on the basis of references, as well as demonstration lessons or other appropriate activities.</p>
<p>SC 1109</p>	<p>The Superintendent or designee shall seek candidates of good moral character who possess the following attributes:</p> <ol style="list-style-type: none"> 1. Successful educational training and experience. 2. Scholarship and intellectual prowess, including such measures as collegiate grade point average. 3. Appreciation of children. 4. Emotional and mental maturity and stability.

<p>SC 1201 Title 22 Sec. 49.81 et seq</p> <p>20 U.S.C. Sec. 6319</p> <p>School Code 1111 PA Statute 23 Pa. C.S.A. 6301 et seq</p>	<p>The Superintendent or designee shall, in the conduct of recruiting activities, seek candidates from this state and surrounding states who have graduated from a variety of public and private institutions of higher education.</p> <p>Staff vacancies which represent opportunities for professional advancement or diversification shall be made known to district personnel so that they may apply for such positions.</p> <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> <p>Each professional staff member employed by the district shall be responsible for maintaining a valid teaching certificate.</p> <p>The principal of a school providing Title I programs to students shall annually attest that professional staff teaching in such programs are highly qualified, in accordance with federal and state law and regulations. The written certification shall be maintained in the district office and the school office and shall be available to the public, upon request.</p>
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