

TITLE: EMPLOYMENT OF  
ADMINISTRATORS

REVISÉ: 10/15/96, 5/15/07

# Policy Guide

### 303. EMPLOYMENT OF ADMINISTRATORS

<p>Sec. 6301 et seq</p>	
<p>4. Delegation of Responsibility 20 U.S.C. Sec. 1681 et seq 42 U.S.C. Sec. 2000e et seq Pol. 104</p>	<p>The Superintendent shall develop procedures for the recruitment, screening, and recommendation of candidates for employment as administrators. The Superintendent or designee shall recruit and recommend applicants in accordance with Board policy and state and federal laws and regulations.</p> <p>The Superintendent shall seek candidates of good moral character who possess the following attributes:</p> <ul style="list-style-type: none"> <li>- Successful educational training and experience.</li> <li>- Scholarship and intellectual prowess.</li> <li>- Appreciation of children.</li> <li>- Emotional and mental maturity and stability.</li> </ul> <p>The Superintendent shall, in the conduct of recruiting activities, seek candidates from this state and surrounding states.</p> <p>Staff vacancies that represent opportunities for professional advancement or diversification shall be made known to district personnel so they may apply for such positions.</p>
<p>42 U.S.C. Sec. 12101 et seq</p>	<p>The Superintendent 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 shall seek recommendations from former employers and others in assessing the candidate's qualifications. Recommendations and references shall be retained confidentially and for official use only.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 111, 508, 1106, 1109, 1142</p> <p>State Board of Education Regulations – 22 PA Code Sec. 4.4, 8.1 et seq., 49.111, 49.121</p> <p>Child Protective Services Law – 23 Pa. C.S.A. Sec. 6301 et seq.</p>

	<p>Federal Anti-Discrimination Laws –</p> <p>20 U.S.C. Sec. 1681 et seq. (Title IX)</p> <p>42 U.S.C. Sec. 2000e et seq. (Title VII)</p> <p>Americans With Disabilities Act – 42 U.S.C. Sec. 12101 et seq.</p> <p>Board Policy – 104</p>
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