

# Williamsburg Community

## Policy Guide

SECTION: PROFESSIONAL EMPLOYEES

TITLE: EMPLOYMENT OF  
PROFESSIONAL EMPLOYEES

ADOPTED: 12/16/86

REVISED: 11/19/96

11/18/03

8/21/07

	404. EMPLOYMENT OF PROFESSIONAL EMPLOYEES
1. Purpose Title 22 Sec. 4.4	The Board places substantial responsibility for the educational program and effective operation of the schools with the professional staff employed by the district.
2. Authority SC 508, 1106, 1142, 1146	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.
SC 1111	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.
	When any recommended candidate has been rejected by the Board, the Superintendent shall make a substitute recommendation.
SC 1204.1	The district shall use the Standard Application For Teaching Positions but may establish and implement other application requirements.
SC 111 Title 22 Sec. 8.1 et seq 23 Pa. C.S.A. Sec. 6301 et seq	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.
	Any employee's misstatement of fact material to qualifications for employment or determination of salary shall constitute grounds for dismissal by the Board.
	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>SC 1201 Title 22 Sec. 49.81-49.85, 49.101- 49.105</p>	<p>No candidate for professional employment shall receive recommendation for such employment without evidence of his/her certification.</p>
<p>Title 22 Sec. 403.2, 403.4 20 U.S.C. Sec. 6319</p>	<p><b><u>Title I Requirements</u></b></p> <p><b>All elementary, middle and secondary teachers employed by the district who teach core academic subjects shall be highly qualified, as defined by federal law and state regulations.</b></p>
<p>Title 22 Sec. 403.4 20 U.S.C. Sec. 6319</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 law and <b>state</b> 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>
<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 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>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> <ul style="list-style-type: none"> <li>- Successful educational training and experience.</li> <li>- Scholarship and intellectual prowess, including such measures as collegiate grade point average.</li> <li>- Appreciation of children.</li> <li>- Emotional and mental maturity.</li> </ul> <p>The Superintendent or designee shall, in the conduct of recruiting activities,</p> <ul style="list-style-type: none"> <li>- seek candidates from this state and surrounding states.</li> </ul>



