

Employment of Classified Personnel

The Joint Operating Committee shall approve the employment and fix the compensation for all classified personnel. It shall also establish the term of employment and other conditions that may reflect the difference between full-time and part-time employment.

Such approval shall normally be given to those candidates for employment recommended by the Director. Employees of EASTERN shall be appointed upon the recommendation of the Director and approval of the Joint Committee. The Director shall recommend for employment only those persons who meet all qualifications established by law and by the Joint Committee for the type of position for which the nomination is made.

All applications for employment shall be referred to the Business Manager.

No person shall be employed who is related to any member of the Joint Committee, as defined in statute, unless such person receives the affirmative vote of a majority of all members of the Joint Committee other than the member related to the applicant.

Any employer's misstatement of fact material to qualifications for employment or the determination of salary shall be considered by the Joint Committee to constitute grounds for dismissal.

The utilization of classified employees prior to employment approval by the Joint Committee is authorized when necessary to maintain continuity of services in the school. Retroactive employment shall be recommended to the Joint Committee at the next regular meeting.

Pre-Employment Requirements

EASTERN shall conduct an employment history review in compliance with state law prior to issuing an offer of employment to a candidate. The employment history review shall remain valid as long as the candidate continues to be employed by EASTERN. Failure to accurately report required information shall subject the candidate to discipline up to, and including, denial of employment or termination if already hired, and may subject the candidate to civil and criminal penalties. EASTERN may use the information for the purpose of evaluating an applicant's fitness to be hired or for continued employment and may report the information as permitted by law.

A candidate shall not be employed until he or she has complied with the mandatory background check requirements for criminal history and child abuse and EASTERN has evaluated the results of that screening process.

Each candidate shall report, on the designated form, arrests and convictions as specified on the form. Candidates shall likewise report arrests and convictions that occur subsequent to initially submitting the form. Failure to accurately report such arrests and convictions may subject the individual to denial of employment, termination if already hired, and/or criminal prosecution.

A candidate for employment at EASTERN shall not receive a recommendation for employment without evidence of his or her certification when such certification is required.