

# COLONIAL SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: EMPLOYMENT OF PROFESSIONAL EMPLOYEES

ADOPTED: March 25, 1991

REVISED: January 21, 2016

<p>1. Purpose Title 22 Sec. 4.4</p> <p>2. Authority SC 508, 1106, 1142, 1146</p> <p>SC 1111</p> <p>3. Guidelines SC 111 23 Pa. C.S.A. 6301 et seq</p> <p>SC 1201 Title 22 Sec. 49.81 et seq</p> <p>4. Delegation of Responsibility Pol. 103 P.L. 88-352 P.L. 92-318</p>	<p style="text-align: center;">404 EMPLOYMENT OF PROFESSIONAL EMPLOYEES</p> <p>The Board places substantial responsibility for effective operation of the district with professional employees who are employed by the district.</p> <p>The Board shall approve the employment and fix the compensation for each professional employee employed by the district. It shall also fix the term of employment or other conditions that may reflect the difference between full-time and part-time employment.</p> <p>No professional employee shall be employed who is related to any member of the Board, as defined in statute, unless such professional employee receives the affirmative vote of a majority of all members of the Board other than the member related to the applicant.</p> <p>Any employment shall not be final until said candidate has complied with employment verification documentation; met all state mandated background check requirements; and the district has evaluated the results of that screening process.</p> <p>Any employee’s misstatement of fact material to qualifications for employment or the determination of salary shall be considered by the Board to constitute as grounds for dismissal.</p> <p>Each professional staff member employed by the district shall be responsible for providing evidence of, and maintaining, a valid teaching certificate.</p> <p>The Superintendent or designee shall develop procedures for the recruitment, screening and recommendation of candidates for employment as professionals in accordance with the following guidelines:</p> <p>1. Candidates will be recruited, screened and recommended in accordance with Board policy, and state and federal law and regulations. Candidates shall be recommended on the basis of references, as well as demonstration lessons and/or other appropriate activities.</p>
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<p>20 U.S.C. Sec. 6319</p> <p>School Code 111, 508, 1106, 1109, 1111, 1201, 1204.1</p> <p>Federal Regulations P.L. 88-352, P.L. 92-318</p> <p>PA Code Title 22 Sec. 4.4, 49.81 et seq</p> <p>PA Code Title 22 Sec. 403.1, 403.4</p> <p>PA Statute 23 Pa. C.S.A. 6301 et seq</p>	<p>2. The Superintendent or designee shall seek candidates of good moral character who possess the following attributes: successful educational training and experience, scholarship and intellectual prowess, including such measures as an appreciation of children and emotional and mental maturity.</p> <p>3. 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>4. The Superintendent or designee may apply such screening procedures as may be necessary to determine the candidate's ability to perform the tasks for which the candidate is being considered.</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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