

STATE COLLEGE
 AREA
 SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: EMPLOYMENT OF
 PROFESSIONAL EMPLOYEES

ADOPTED: January 12, 2004

REVISED:

404. EMPLOYMENT OF PROFESSIONAL EMPLOYEES	
<p>1. Purpose Title 22 Sec. 4.4</p>	<p>The Board places substantial responsibility for effective operation of the district with professional employees who are employed by the district.</p>
<p>2. Authority SC 508, 1106, 1142, 1146</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. Such approval shall normally be given to those candidates for employment recommended by the Superintendent. When any recommended candidate has been rejected by the Board, the Superintendent shall make a substitute recommendation. Such approval shall normally be given to those candidates for employment chosen by the Board from a group selected by the Superintendent.</p>
<p>SC 1201 Title 22 Sec. 49.81 et seq</p>	<p>No candidate for professional employment shall receive recommendation for such employment without evidence of his/her certification.</p>
<p>SC 1111</p>	<p>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.</p>
<p>SC 111 23 Pa. C.S.A. 6301 et seq</p>	<p>No candidate shall be employed until such candidate has complied with the mandatory Commonwealth of Pennsylvania background check requirements.</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 grounds for dismissal.</p> <p>The 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>3. Delegation of Responsibility</p>	<p>The Superintendent shall develop procedures for the recruitment, screening and recommendation of candidates for employment in accordance with the following guidelines:</p> <ol style="list-style-type: none">1. All candidates must provide evidence that they possess, or are eligible to hold, an appropriate teaching certificate issued by the Commonwealth of Pennsylvania through its Department of Education.2. Candidates for any professional position should hold certification in the area in which they will be assigned.3. Academic excellence should be a significant factor in the employment of professional teaching staff in the State College Area School District. Academic achievement will be one of the criteria used to determine a candidate's qualifications for professional employment. The candidate's undergraduate and/or graduate grade point average (GPA) will be reviewed, along with course work and the student teaching experience, in assessing academic achievement.4. Candidates should demonstrate a strong commitment to professional growth and development as evidenced by specialized training, course work, or advanced degrees.5. Candidates will be assessed on the quality of their verbal and written communication skills since effective communication between students and teacher and the home and school is essential to the educational process.6. Personal references documenting the quality of previous academic and/or professional performance will be secured for all candidates. <p>The principal and Director of Personnel should develop specific criteria dealing with each vacancy. Such criteria will include specific knowledge, skills, abilities, or attitudes needed for success in the position.</p> <p>If the established criteria cannot be met by a particular candidate being recommended for appointment, it will be the responsibility of the hiring administrator to point out such deficiencies to the Director of Personnel. The Director of Personnel will review the candidate's credentials with the Superintendent, pointing out any areas of deficiency prior to submission of a recommendation for appointment to the Board.</p>
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