

JERSEY SHORE
 AREA
 SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: EMPLOYMENT OF
 PROFESSIONAL EMPLOYEES

ADOPTED: October 26, 2009

REVISED:

404. EMPLOYMENT OF PROFESSIONAL EMPLOYEES	
<p>1. Purpose Title 22 Sec. 4.4</p>	<p>The Board places substantial responsibility for the educational program and effective operation of the schools with the professional staff employed by the district.</p>
<p>2. Authority SC 508, 1106, 1142, 1146</p>	<p>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 consistent with the Collective Bargaining Agreement.</p>
<p>3. Guidelines</p> <p>SC 1204.1</p> <p>SC 111 Title 22 Sec. 8.1 et seq 23 Pa. C.S.A. Sec. 6301 et seq</p> <p>SC 1201 Title 22 Sec. 49.81-49.85, 49.101- 49.105</p>	<p>Approval shall normally be given to the candidates for employment recommended by the Superintendent.</p> <p>The district shall use the Standard Application For Teaching Positions but may establish and implement other application requirements.</p> <p>No candidate shall be employed until such candidate has complied with the mandatory background check requirements.</p> <p>Any employee's misstatement of fact material to qualifications for employment or determination of salary shall constitute grounds for dismissal by the Board.</p> <p>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>No candidate for professional employment shall receive recommendation for such employment without evidence of his/her certification.</p>

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<p>Title 22 Sec. 403.2, 403.4 20 U.S.C. Sec. 6319</p>	<p>All teachers working in a program supported with Title I funds who were hired after January 8, 2002, shall be highly qualified, as defined by federal law and regulations.</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> <ol style="list-style-type: none"> 1. Successful educational training and experience. 2. Scholarship and intellectual prowess, including such measures as collegiate grade point average. 3. Appreciation of children. 4. Emotional and mental maturity. <p>The Superintendent or designee shall, in the conduct of recruiting activities, seek applicants who have graduated from a variety of public and private institutions of higher education.</p>
<p>20 U.S.C. Sec. 12101 et seq</p>	<p>The Superintendent or designee 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 or designee shall seek recommendations from former employers and others to assess the candidate's qualifications. Recommendations and references shall be retained confidentially and for official use only.</p>

<p>SC 1201 Title 22 Sec. 49.81-49.85, 49.101- 49.105</p>	<p>Each professional staff member employed by the district shall be responsible for maintaining a valid teaching certificate.</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 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>
	<p>References:</p>
	<p>School Code – 24 P.S. Sec. 111, 508, 1106, 1109, 1109.1, 1109.2, 1142, 1146-1152, 1201, 1204.1</p>
	<p>State Board of Education Regulations – 22 PA Code Sec. 4.4, 8.1 et seq., 49.81-49.85, 49.101-49.105, 403.2, 403.4</p>
	<p>Child Protective Services Law – 23 Pa. C.S.A. Sec. 6301 et seq.</p>
	<p>No Child Left Behind – 20 U.S.C. Sec. 6319</p>
	<p>Federal Anti-Discrimination and Civil Rights 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>

