

CARLISLE AREA SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: EMPLOYMENT OF
PROFESSIONAL EMPLOYEES

ADOPTED: September 21, 2006

REVISED: February 18, 2010
February 19, 2015
September 17, 2015

<p>404. EMPLOYMENT OF PROFESSIONAL EMPLOYEES</p>	
<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.</p>
	<p><u>Employment History Review</u></p>
<p>SC 111.1</p>	<p>The District shall perform an employment history review as required by state law before offering employment to a candidate. Failure to accurately disclose 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. The District may use the information received during the review 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. The District may not hire an applicant who fails to provide the information required during the review. Where appropriate and in consultation with the District Solicitor, the Board may hire applicants pending satisfactory completion of the employment history review. The Administration is authorized to use its discretion to conduct further investigations of prospective employees or require applicants to provide additional information or authorizations beyond what is required under the law.</p>
<p>SC 1111</p>	<p>No person shall be employed who is related to any member of the Board, as defined in statute, unless such person 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.</p>
<p>3. Guidelines</p>	<p>Approval shall normally be given to the candidates for employment recommended by the Superintendent.</p>

<p>SC 1204.1</p>	<p>The district shall use the Standard Application For Teaching Positions but may establish and implement other application requirements.</p>
<p>SC 111 23 Pa. C.S.A. Sec. 6344</p>	<p>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. All employees must obtain new State Police criminal history, child abuse, and federal criminal history clearances every 60 months as required by law. Employees who fail to obtain new clearances in a timely manner will be subject to discipline up to and including termination.</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>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>42 U.S.C. Sec. 653a</p>	<p>The district shall submit a New Hire Report for each employee required to be reported by law.</p>
<p>Title 22 Sec. 403.2, 403.4 20 U.S.C. Sec. 6319, 7801</p>	<p><u>Title I Requirements</u></p> <p>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.</p>
<p>Title 22 Sec. 403.4, 403.5 20 U.S.C. Sec. 6319, 7801</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 state 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>

References:

School Code – 24 P.S. Sec. 108, 111, 111.1, 406, 508, 1089, 1106, 1107, 1109, 1109.2, 1111, 1142-1152, 1201, 1204.1

State Board of Education Regulations – 22 PA Code Sec. 4.4, 8.1 et seq., 14.105, 49.1 et seq., 403.2, 403.4, 403.5

Educator Discipline Act – 24 P.S. Sec. 2070.2

Criminal History Record Information Act – 18 Pa. C.S.A. Sec. 9125

Child Protective Services Law – 23 Pa. C.S.A. Sec. 6301 et seq.

No Child Left Behind – 20 U.S.C. Sec. 6319

Federal Anti-Discrimination and Civil Rights Laws –

20 U.S.C. Sec. 1681 et seq. (Title IX)

42 U.S.C. Sec. 2000e et seq. (Title VII)

State Directory of New Hires – 42 U.S.C. Sec. 653a

Americans With Disabilities Act – 42 U.S.C. Sec. 12101 et seq.

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