

LINE MOUNTAIN SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: EMPLOYMENT OF
PROFESSIONAL EMPLOYEES

ADOPTED: September 26, 1979

REVISED: June 24, 1986
March 23, 2021

<p>1. Authority</p>	<p style="text-align: center;">404. EMPLOYMENT OF PROFESSIONAL EMPLOYEES</p> <p>The Board places substantial responsibility for the effective management and operation of district schools and the quality of the educational program with its professional employees.</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. [1][2][3][19][22][23][24]</p> <p>Approval shall normally be given to the candidates for employment recommended by the Superintendent.</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, who shall not vote. [6]</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. [8][25]</p> <p>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. [8][26]</p> <p>Any employee's misstatement of fact material to qualifications for employment or determination of salary shall be considered by the Board to constitute grounds for dismissal.</p> <p><u>Pre-Employment Requirements</u></p>
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<p>2. Delegation of Responsibility</p>	<p>The district shall conduct an employment history review in compliance with state law prior to issuing an offer of employment to a candidate. 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. The district 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.[26]</p> <p>The utilization of interim 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. It shall be the responsibility of the professional employee to maintain a valid certificate.[10][11][17][27]</p> <p>The district shall use the Standard Application for Teaching Positions but may also establish and implement additional application requirements for professional employees.[7]</p> <p>The Superintendent shall develop procedures for the recruitment, screening, and recommendation of candidates for employment in accordance with the following guidelines:</p> <p>Candidates will be recruited and recommended in accordance with Board policy and state and federal laws and regulations. [16]</p> <p>S/He shall seek candidates of good moral character for employment who possess the following attributes:</p> <ol style="list-style-type: none"> 1. successful educational training and experience 2. scholarship and intellectual vigor 3. appreciation of children 4. good physical health (following a conditional offer of employment) 5. emotional and mental maturity and stability (following a conditional offer of employment) <p>S/He 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.[18]</p>
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	<p>S/He shall seek such recommendations from former employers and others as may be of assistance in assessing the candidate's qualifications.</p> <p>Such records shall be retained confidentially and for official use only.</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.[12][13][14][15]</p> <p><u>Educational Interpreters</u></p> <p>An educational interpreter is an individual who provides students who are deaf or hard of hearing with interpreting or transliterating services in an educational setting. To serve as an educational interpreter, an individual shall meet the qualifications set forth in law and regulations.[28]</p> <p>Legal</p> <ol style="list-style-type: none"> 1. 24 P.S. 508 2. 24 P.S. 1106 3. 24 P.S. 1107 6. 24 P.S. 1111 7. 24 P.S. 1204.1 8. 24 P.S. 111 10. 24 P.S. 1201 11. 22 PA Code 49.1 et seq 12. 22 PA Code 403.2 13. 22 PA Code 403.4 14. 20 U.S.C. 6319 15. 20 U.S.C. 7801 16. Pol. 104 17. 24 P.S. 1109 18. 42 U.S.C. 12112 19. 24 P.S. 1142-1152 22. 24 P.S. 1089 23. Pol. 328 24. 22 PA Code 4.4 25. 23 Pa. C.S.A. 6344 26. 24 P.S. 111.1 27. 24 P.S. 2070.2 28. 22 PA Code 14.105 24 P.S. 108
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	<p>24 P.S. 1109.1 24 P.S. 1109.2 18 Pa. C.S.A. 9125 42 U.S.C. 12101 et seq Pol. 000 22 PA Code 403.5 22 PA Code 8.1 et seq 23 Pa. C.S.A. 6301 et seq 24 P.S. 406 Pol. 113</p>
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