SUGAR VALLEY RURAL CHARTER SCHOOL

POLICY NUMBER: 304

SECTION: EMPLOYEES

TITLE: **EMPLOYMENT OF PROFESSIONAL EMPLOYEES**

DATE ADOPTED: NOVEMBER 1998

DATE LAST REVISED: DECEMBER 2008

EMPLOYMENT OR PROFESSIONAL EMPLOYEES

PURPOSE

The Board places substantial responsibility for the educational program and effective operation of the schools with the professional staff employed by the Sugar Valley Rural Charter School.

AUTHORITY

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 this district.

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.

GUIDELINES

Approval shall normally be given to the candidates for employment recommended by the CEO.

When any recommended candidate has been rejected by the Board, the CEO shall make a substitute recommendation.

Approval shall normally be given to those candidates for employment chosen by the Board from a group selected by the CEO.

The district shall use the Standard Application For Teaching Positions but may establish and implement other application requirements.

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.

Any employee's misstatement of fact material to qualifications for employment or determination of salary shall constitute grounds for dismissal by the Board.

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.

No candidate for professional employment shall receive recommendation for such employment without evidence of his/her certification.

DELEGATION OF RESPONSIBILTY

The CEO 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.

Candidates shall be recommended on the basis of references, as well as demonstration lessons or other appropriate activities.

The CEO or designee shall seek candidates of good moral character who possess the following attributes:

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.

The CEO or designee shall, in the conduct of recruiting activities:

1. Seek candidates from this state and surrounding areas.
2. 2. Seek applicants who have graduated from a variety of public and private institutions of higher education.

The CEO 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.

Each professional staff member employed by the district shall be responsible for maintaining a valid teaching certificate.

REFERENCES:

School Code – 24 P.S. Sec. 111, 508, 1106, 1109, 1109.1, 1109.2, 1111, 1142, 1146-1152, 1201, 1204.1
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
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)
Americans With Disabilities Act – 42 U.S.C. Sec. 12101 et seq.