

SOUTHERN FULTON SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: EMPLOYMENT OF
PROFESSIONAL EMPLOYEES

ADOPTED: May 17, 2011

REVISED: February 17, 2015

404. EMPLOYMENT OF PROFESSIONAL EMPLOYEES	
1. Authority	<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>
SC 406, 508, 1189, 1106, 1107, 1142- 1152 Title 22 Sec. 4.4 Pol. 428	<p>The Board shall, by a majority vote of all members, approve the employment; set the compensation; and establish the term of employment for each professional employed by this district.</p> <p>Approval shall normally be given to the candidates for employment recommended by the Superintendent.</p>
SC 1111	<p>No teacher shall be employed who is related to any member of the Board, as defined in law, unless such candidate 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>The Board authorizes the use of professional and support employees prior to Board approval when necessary to maintain continuity of the educational program and services. Retroactive employment shall be recommended to the Board at the next regular Board meeting.</p>
SC 1204.1	<p>The district shall use the Standard Application for Teaching Positions but may also establish and implement additional application requirements for professional employees.</p> <p>An employee's misstatement of fact material to qualifications for employment or determination of salary shall constitute grounds for dismissal by the Board.</p>

<p>SC 1111 23 Pa. C.S.A. Sec. 6344</p> <p>SC 111, 111.1</p> <p>SC 1109, 1201 24 P.S. Sec. 2070.2 Title 22 Sec. 49.1 et seq</p> <p>4. Delegation of Responsibility Pol. 104</p> <p>42 U.S.C. Sec. 12112</p>	<p><u>Pre-Employment Requirements</u></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.</p> <p>A candidate shall not be employed until s/he has complied with the mandatory background check requirements for criminal history and child abuse and the district has evaluated the results of the screening process.</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.</p> <p>A candidate for employment in the district shall not receive a recommendation for employment without evidence of his/her certification when such certification is required.</p> <p>The Superintendent or designee shall develop administrative regulations for employment of staff, in accordance with Board policy and state and federal laws and regulations.</p> <p>Staff vacancies that represent opportunities for professional advancement or diversification shall be made known to district employees so they may apply for such positions.</p> <p>The Superintendent or designee may apply necessary screening procedures to determine the candidate's ability to perform the job functions for the position for which a candidate is being considered.</p> <p>The Superintendent or designee shall seek recommendations from former employers and others in assessing the candidate's qualifications. Such recommendations and references shall be retained confidentially and for official use only.</p>
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<p>Title 22 Sec. 403.2, 403.4 20 U.S.C. Sec. 6319, 7801</p> <p>Title 22 Sec. 403.4, 403.5 20 U.S.C. Sec. 6319, 7801</p> <p>Title 22 Sec. 14.105</p>	<p>Each certificated professional employee employed by the district shall be responsible for maintaining a valid certificate when such certificate is required by law.</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>The principal of a school providing a Title I programs to students shall annually attest that professional staff teaching in such programs are highly qualified and paraprofessionals providing instruction support in such programs meet required qualification, 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> <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.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 108, 111, 111.1, 508, 1089, 1106, 1107, 1109, 1109.2, 1111, 1142-1152, 1201, 1204.1</p> <p>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</p> <p>Educator Discipline Act – 24 P.S. Sec. 2070.2</p> <p>Criminal History Record Information Act – 18 Pa. C.S.A. Sec. 9125</p> <p>Child Protective Services Law – 23 Pa. C.S.A. Sec. 6301 et seq.</p> <p>No Child Left Behind Act – 20 U.S.C. Sec. 6319, 7801</p> <p>Americans With Disabilities Act – 43 U.S.C. Sec. 12101 et seq.</p> <p>Board Policy – 000, 104, 113, 428</p>
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