

SECTION: PROFESSIONAL  
EMPLOYEES

TITLE: EMPLOYMENT OF  
PROFESSIONAL  
EMPLOYEES

ADOPTED: November 9, 1995

REVISED: January 11, 2007  
August 14, 2014

# Palmyra Area School District

404. EMPLOYMENT OF PROFESSIONAL EMPLOYEES	
1. Purpose	The Board places substantial responsibility for effective operation of the district with professional employees who are employed by the district.
2. Authority	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.
SC 1106, 1142, 1146	Such approval shall normally be given to those candidates for employment recommended by the Superintendent.
SC 1111	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.
SC 111	No candidate shall be employed until such candidate has complied with the mandatory background check requirements for criminal history and the district has evaluated the results of that screening process. (See Policy 806.2 Clearances for additional guidelines.)
SC 1201	Any employee's misstatement of fact - material to qualifications for employment or the determination of salary - shall be considered by the Board to constitute grounds for dismissal.
SC 1201	No candidate for professional employment shall receive recommendation for such employment without evidence of his/her certification.
3. Delegation of Responsibility	The Superintendent shall develop procedures for the recruitment, screening and recommendation of candidates for employment in accordance with the following guidelines:
Pol. 104	1. Candidates will be recruited and recommended in accordance with

<p>P.L. 88-352 (Title VI)</p> <p>School Code 111, 1106, 1111, 1142, 1146, 1201</p> <p>Federal Regulations P.L. 88-352 (Title VI) P.L. 92-318 (Title IX)</p> <p>Board Policy No. 104</p>	<p>Board policy, and state and federal law.</p> <ol style="list-style-type: none"><li>2. Staff vacancies which represent opportunities for professional advancement or diversification shall be made known to district personnel so that they may apply for such positions.</li><li>3. The Administration 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.</li><li>4. The Administration shall seek such recommendations from former employers and others as may be of assistance in assessing the candidate's qualifications. Such records shall be retained confidentially and for official use only.</li></ol>
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