

SECTION: EMPLOYEES

TITLE: EMPLOYMENT /COMMISSION
OF SUPERINTENDENT

ADOPTED: FEBRUARY 19, 2015

REVISED: JANUARY 15, 2015

DELAWARE VALLEY SCHOOL DISTRICT

<p>1. Purpose SC 1001</p> <p>2. Authority SC 508, 1071, 1073, 1075, 1076, 1077, 2107</p> <p>SC 1073, 1077</p> <p>3. Guidelines</p> <p>42 U.S.C. Sec. 12101 et seq</p> <p>SC 1002, 1003, 1078 Title 22 Sec. 49.172</p>	<p style="text-align: center;">302. EMPLOYMENT/COMMISSION OF SUPERINTENDENT</p> <p>The Board places the primary responsibility and authority for the administration of this district in the Superintendent. Therefore, selection of a Superintendent is critical to the effective leadership and management of the district.</p> <p>When the position of Superintendent becomes vacant, the Board shall elect a district Superintendent by a majority vote of all members of the Board and shall fix the beginning salary and term of office. Such term may be three (3), four (4), or five (5) years, beginning with the effective date of the appointment to office.</p> <p>During the final year of the term of office, the Board may notify the Superintendent that it plans to seek applications for the position from other qualified candidates. Such notification shall be given by the Board at least 150 days prior to the end of the term.</p> <p>The Board shall actively seek the best qualified and most capable candidate for the position of Superintendent. It may be aided in this task by a committee of Board members and/or the services of professional consultants.</p> <p><u>Recruitment</u></p> <p>Recruitment procedures shall be prepared in advance of the search and may include the following:</p> <ol style="list-style-type: none"> 1. Preparation of a job description for the position, written in accordance with requirements of federal and state laws and regulations. 2. Preparation of written qualifications, in addition to applicable state requirements, for all applicants. 3. Preparation of informative material describing the school district and its educational goals. 4. Solicitation of applications from a geographical area large enough to ensure a range of backgrounds and experience.
---	---

<p>Pol. 104 P.L. 88-352 P.L. 92-318</p>	<p>5. Opportunity for applicants to visit the district schools, at the Board's invitation.</p> <p>6. Recruitment and evaluation of candidates in accordance with Board policy and state and federal law.</p> <p>A screening process shall be established that ensures the Board has an opportunity to interview a sufficient number of finalist candidates so that an appropriate range of choices is available for final selection.</p> <p>The Board shall determine prior to interviewing finalists which expenses associated with such interviews will be borne by the school district.</p>
<p>SC 111.1</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>SC 111 23 Pa. C.S.A. Sec. 6344 6301 et seq Title 22 Sec. 8.1 et seq Pol. 354</p>	<p>No candidate shall be employed until such candidate has complied with the mandatory background check requirements for criminal history and child abuse, Act 24, pre-employment drug testing, state-mandated health form, and the district has evaluated the results of that screening process.</p> <p>No person shall be employed as Superintendent unless s/he has signed an employment contract or has been employed by Board resolution, either of which may include:</p>
<p>SC 1073, 1076</p>	<ol style="list-style-type: none"> 1. Term for which employment is contracted, including beginning and ending dates. 2. Salary contracted and the intervals at which it will be paid. 3. Benefits to which the employee is entitled. 4. Procedures for resolving misunderstandings or disagreements. 5. Statement of mutually agreeable evaluation procedures.
<p>SC 1004 Title 28</p>	<p>Before entering the duties of the office, the Superintendent shall take and subscribe to the oath of office prescribed by statute.</p> <p>After receiving an offer of employment but prior to beginning employment, the</p>

<p>Sec. 23.43 42 U.S.C. Sec. 12101 et seq</p>	<p>candidate shall undergo a medical examination, as required by law.</p> <p>Any candidate's misstatement of fact material to qualifications for employment or determination of salary shall constitute grounds for dismissal by the Board.</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>References:</p> <p>School Code – 24 P.S. Sec. 108, 111, 111.1, 508, 1001, 1002, 1003, 1004, 1007, 1008, 1071, 1073, 1073.1, 1075, 1076, 1077, 1078, 1079, 1080, 1081, 1082, 1418</p> <p>State Board of Education Regulations – 22 PA Code Sec. 8.1 et seq., 49.41, 49.42, 49.171, 49.172</p> <p>State Department of Health Regulations – 28 PA Code Sec. 23.43, 23.44, 23.45</p> <p>Local Agency Law – 2 Pa. C.S.A. Sec. 551 et seq.</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>Americans With Disabilities Act – 42 U.S.C. Sec. 12101 et seq.</p> <p>Board Policy – 003, 104, 312, 314</p>