

DELAWARE VALLEY SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: EMPLOYMENT OF SUMMER
SCHOOL STAFF

ADOPTED: FEBRUARY 19, 2015

REVISED: JANUARY 15, 2015

306. EMPLOYMENT OF SUMMER SCHOOL STAFF	
1. Purpose	The Board directs that summer school employees shall be qualified and competent to fulfill such assignments.
2. Authority SC 508, 1146, 1901	The Board, by majority vote of all members, shall approve the employment and set the compensation for each person employed in the district summer school program, when the program is authorized by the Board.
3. Guidelines	Such approval shall normally be given to those candidates recommended by the responsible administrator and approved by the Superintendent.
SC 111 23 Pa. C.S.A. 6301 et seq	Primary consideration shall be given to candidates for summer school employment who are district staff members. Any employee's misstatement of fact material to qualifications for employment or determination of salary shall constitute grounds for dismissal by the Board.
SC 111.1	<u>Pre-Employment Requirements</u> 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.
SC 111 23 Pa. C.S.A. Sec. 6344	No candidate shall be employed until such candidate has complied with the mandatory background check requirements for criminal history and child abuse, state-mandated health form, Act 24, and the district has evaluated the results of that screening process.
4. Delegation of Responsibility	The Superintendent or designee shall develop procedures for the recruitment, screening and recommendation of candidates for summer school employment.

<p>SC 111, 111.1</p>	<p>Each candidate shall report, on the designated form, arrests and convictions as specified on the form. Candidates shall likewise report arrests and/or 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>SC 1109, 1201 24 P.S. Sec. 2070.2 Title 22 Sec. 49.1 et seq</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>4. Delegation of Responsibility</p>	<p>The Superintendent or designee shall develop procedures for the recruitment, screening and recommendation of candidates for summer school employment.</p> <p>Only those candidates who are best qualified to perform the duties of the position shall be recommended.</p> <p>Vacancies for summer school employment shall be made known to district personnel so that they may apply for such positions.</p> <p>Recommendations from former employers and others shall be sought to assess the candidate's qualifications. Such recommendations and references shall be retained confidentially and for official use only.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 108, 111, 111.1, 406, 508, 1109, 1146, 1201, 1901</p> <p>State Board of Education Regulations – 22 PA Code Sec. 8.1 et seq., 49.1 et seq.</p> <p>Educator Discipline Act – 24 P. S. Sec. 2070.2</p> <p>Child Protective Services Law – 23 Pa. C.S.A. Sec. 6301 et seq.</p> <p>Board Policy – 000, 104, 124</p>