

LUZERNE
INTERMEDIATE
UNIT #18

SECTION: PROFESSIONAL EMPLOYEES
TITLE: EMPLOYMENT OF PROFESSIONAL
EMPLOYEES
ADOPTED: NOVEMBER 20, 2002
REVISED: SEPTEMBER 24, 2014

	404. EMPLOYMENT OF PROFESSIONAL EMPLOYEES
1. Purpose Title 22 Sec. 4.4	The Board places substantial responsibility for the Intermediate Unit's educational programs and services with the professional staff employed by the Intermediate Unit.
2. Authority SC 508, 913-A, 914-A Pol. 428	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 the intermediate unit.
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, who shall not vote.
3. Guidelines SC 965	Approval shall normally be given to the candidates for employment recommended by the Executive Director.
SC 1204.1	The intermediate unit shall use the Standard Application for Teaching Positions but may establish and implement other application requirements.
SC 111	Each candidate shall report, on the designated form, arrests and convictions as required by law. Failure to accurately report such arrests and convictions may, depending on the nature of the offense, subject the individual to criminal prosecution. Any employee's misstatement of fact material to qualifications for employment or determination of salary shall constitute grounds for dismissal by the Board.
SC 1201 Title 22 Sec. 49.81 et seq, 342.7	No candidate for professional employment shall receive recommendation for such employment without evidence of his/her certification.

42 U.S.C. Sec. 653 a	The intermediate unit shall submit a New Hire Report for each employee required to be reported by law.
4. Delegation of Responsibility Pol. 104 P.L. 88-352 P.L. 92-318	<p>The Executive Director 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.</p> <p>The recommendation of the most qualified candidate will be made.</p> <p>The Executive Director 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.</p> <p>The Executive Director or designee shall seek recommendations from former employers and others to assess the candidate's qualifications. Recommendations and references shall be retained confidentially and for official use only.</p>
School Code 111, 508, 1106, 1109, 1111, 1142, 1146, 1201, 1204.1	
Federal Regulations	
P.L. 88-352 P.L. 92-318	
Title 22 Sec. 4.4, 49.81 et seq	
PA Statute	
23 Pa C.S.A. 6301	