

# FERNDALE AREA SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: EMPLOYMENT OF SUMMER  
SCHOOL STAFF

ADOPTED: NOVEMBER 20, 1984

REVISED: MAY 9, 2007  
OCTOBER 20, 2010  
MARCH 18, 2015

<p>1. Authority</p> <p>SC 406, 508, 1109, 1146, 1901 Pol. 124</p> <p>SC 111.1</p> <p>SC 111 23 Pa. C.S.A. Sec. 6344</p> <p>SC 111, 111.1</p>	<p style="text-align: center;">306. EMPLOYMENT OF SUMMER SCHOOL STAFF</p> <p>The Board directs that qualified and competent <b>professional and support employees be employed to provide the district's summer school program.</b></p> <p><b>When a summer school program is authorized by the Board, the Board, by majority vote of all members, shall approve the employment; set the compensation; and establish the period of employment for each individual employed in the district summer school program.</b></p> <p>Approval shall normally be given to <b>the</b> candidates recommended by the responsible administrator and approved by the Superintendent.</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><b><u>Pre-Employment Requirements</u></b></p> <p><b>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.</b></p> <p>A candidate shall <b>not</b> be employed <b>until the individual</b> has complied with the mandatory background check requirements for criminal history and child abuse and the district has evaluated the results of that screening process.</p> <p><b>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</b></p>
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<p>SC 1109, 1201 24 P.S. Sec. 2070.2 Title 22 Sec. 49.1 et seq</p> <p>2. Delegation of Responsibility</p>	<p><b>denial of employment, termination if already hired, and/or criminal prosecution.</b></p> <p><b>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.</b></p> <p>The Superintendent or designee <b>shall develop administrative regulations or procedures to recruit, screen and recommend candidates</b> for summer school employment. Only those candidates who are best qualified to perform the duties of the position, <b>as determined by the administration</b>, 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 <b>may</b> be sought to assess the candidate's qualifications. <b>Such</b> recommendations and references shall be retained confidentially and for official use only.</p> <p><b>References:</b></p> <p><b>School Code – 24 P.S. Sec. 108, 111, 111.1, 406, 508, 1109, 1146, 1201, 1901</b></p> <p><b>State Board of Education Regulations – 22 PA Code Sec. 8.1 et seq., 49.1 et seq.</b></p> <p><b>Educator Discipline Act – 24 P. S. Sec. 2070.2</b></p> <p><b>Child Protective Services Law – 23 Pa. C.S.A. Sec. 6301 et seq.</b></p> <p><b>Board Policy – 000, 104, 124</b></p>
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