

UPPER BUCKS COUNTY TECHNICAL SCHOOL

SECTION: EMPLOYEES

TITLE: EMPLOYMENT OF SCHOOL
STAFF

ADOPTED: November 20, 2008

REVISED: April 19, 2012

304. EMPLOYMENT OF SCHOOL STAFF	
<p>1. Authority</p> <p>SC 1850.1 Title 22 Sec. 4.4 Pol. 328</p> <p>SC 1111</p>	<p>The Joint Operating Committee places substantial responsibility for the effective management and operation of the school and the quality of the educational program with its administrative, professional and support employees.</p> <p>The Joint Operating Committee shall, by a majority vote of all members present at the meeting, approve the employment; set the compensation; and establish the term of employment for each administrative, professional and support employee employed by the school.</p> <p>Approval shall normally be given to the candidates for employment recommended by the Executive Director.</p> <p>When any recommended candidate has been rejected by the Joint Operating Committee, the Executive Director shall make a substitute recommendation.</p> <p>No teacher shall be employed who is related to any member of the Joint Operating Committee, as defined in law, unless such teacher receives the affirmative vote of a majority of all members of the Joint Operating Committee other than the member related to the applicant, who shall not vote.</p> <p>The Joint Operating Committee authorizes the use of professional and support employees prior to Joint Operating Committee approval when necessary to maintain continuity of the educational program and services. Retroactive employment shall be recommended to the Joint Operating Committee at the next regular Joint Operating Committee meeting.</p> <p>An employee's misstatement of fact material to qualifications for employment or determination of salary shall constitute grounds for dismissal by the Joint Operating Committee.</p>

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<p>SC 1201 Title 22 Sec. 49.131 et seq, 339.41</p>	<p>A candidate for employment in the school shall not receive a recommendation for employment without evidence of his/her certification when such certification is required.</p>
<p>SC 111 Title 22 Sec. 8.1 et seq 23 Pa. C.S.A. Sec. 6301 et seq</p>	<p>A candidate shall not be employed until s/he has complied with the mandatory background check requirements for criminal history and child abuse and the school has evaluated the results of that screening process.</p>
<p>SC 111</p>	<p>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.</p>
<p>SC 1204.1</p>	<p>The school shall use the Standard Application for Teaching Positions but may establish and implement additional application requirements for professional employees.</p>
<p>2. Delegation of Responsibility Pol. 104</p>	<p>The Executive Director or designee shall develop administrative regulations for recruiting, screening, and recommending candidates for employment, in accordance with Joint Operating Committee policy and state and federal laws and regulations.</p> <p>Staff vacancies that represent opportunities for professional advancement or diversification shall be made known to school personnel so they may apply for such positions.</p>
<p>42 U.S.C. Sec. 12112</p>	<p>The Executive Director or designee may apply necessary screening procedures to determine a candidate's ability to perform the job functions of the position for which a candidate is being considered.</p> <p>The Executive Director or designee shall seek recommendations from former employers and others in assessing the candidate's qualifications. Recommendations and references shall be retained confidentially and for official use only.</p>
<p>SC 1201, 1850.1 Title 22 Sec. 49.131 et seq, 339.41</p>	<p>Each certificated administrative and professional employee employed by the school shall be responsible for maintaining a valid certificate when such certificate is required by law.</p>

<p>Title 22 Sec. 14.105 Pol. 113</p>	<p><u>Instructional Facilitator Paraprofessionals</u></p> <p>All Instructional Facilitator Paraprofessionals hired on or after July 1, 2010, who work under the direction of a certificated staff member to support and assist in providing instructional programs and services to students with disabilities or eligible students shall have a secondary school diploma and one (1) of the following:</p> <ol style="list-style-type: none"> 1. At least two (2) years of postsecondary study. 2. Associate's or higher degree. 3. Evidence of meeting a rigorous standard of quality through a state or local assessment.
<p>Title 22 Sec. 14.105</p>	<p>Instructional Facilitator Paraprofessionals shall provide evidence of twenty (20) hours of staff development activities related to their assignment each school year.</p>
<p>Title 22 Sec. 14.105</p>	<p><u>Personal Care Assistants</u></p> <p>Personal Care Assistants are employed by the sending districts.</p>
<p>Title 22 Sec. 14.105</p>	<p><u>Educational Interpreters</u></p> <p>Educational Interpreters are sent to UBCTS through the sending districts.</p>
	<p>References:</p> <p>School Code – 24 P.S. Sec. 108, 111, 1089, 1111, 1142, 1201, 1204.1, 1804, 1850.1</p> <p>State Board of Education Regulations – 22 PA Code, Sec. 4.4, 8.1 et seq., 14.105, 49.131 et seq., 339.41, 403.2, 403.4, 403.5</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>Joint Operating Committee Policy – 000, 104, 328</p>