

# EPHRATA AREA SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: EMPLOYMENT OF SUMMER  
SCHOOL STAFF

ADOPTED: December 18, 2006

REVISED: August 28, 2017

306. EMPLOYMENT OF SUMMER SCHOOL STAFF	
<p>1. Authority</p> <p>24 P.S. 406, 508, 1109, 1146, 1901 Pol. 124</p>	<p>The Board directs that qualified and competent professional and support employees be employed to provide the district's summer school program.</p> <p>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.</p> <p>Final approval by the Board shall normally be given to those candidates who are recommended by the Superintendent.</p> <p>Pre-Employment Requirements</p>
<p>24 P.S. 111.1</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 or 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>23 PA C.S.A. 6344 24 P.S. 111</p>	<p>A candidate shall not be employed until the individual 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>24 P.S. 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, depending on the nature of the offense, subject the individual to denial of employment, termination if already hired, and/or criminal prosecution.</p>

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<p>22 PA Code 49.1 24 P.S. 1109, 1201, 2070.2</p> <p>2. Delegation of Responsibility</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>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>The Superintendent or designee shall develop administrative regulations or procedures to recruit, screen, and recommend candidates for summer school employment. Only those candidates who are best qualified to perform the duties of the position, as determined by the administration, shall be recommended to the Board for employment.</p> <p>Primary consideration for summer school employment shall be given to district staff members. Vacancies for summer school employment shall be made known to district personnel so that they may apply for such positions.</p> <p>Candidates shall be recommended on the basis of qualifications, references and interviews. Such recommendations and references shall be retained confidentially and for official use only.</p> <p>References:</p> <p>School Code – 24 P.S. 111, 111.1, 406, 508, 1109, 1146, 1201, 1901, 2070.2</p> <p>State Board of Education Regulations – 22 PA Code 49.1</p> <p>Child Protective Services Law – 23 PA C.S.A. 6344</p> <p>Board Policy – 124</p>
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