

MIDDLE BUCKS INSTITUTE OF TECHNOLOGY

SECTION: PROFESSIONAL EMPLOYEES

TITLE: EMPLOYMENT OF
PROFESSIONAL EMPLOYEES

ADOPTED: July 1, 1991

REVISED:

404. EMPLOYMENT OF PROFESSIONAL EMPLOYEES	
1.Purpose	The Executive Council places substantial responsibility for effective operation of the school with professional employes who are employed by the school.
2.Authority SC 1106 1142, 1146	<p>The Executive Council shall approve the employment and fix the compensation for each professional employe employed by the school. It shall also fix the term of employment or other conditions that may reflect the difference between full-time and part-time employment.</p> <p>Such approval shall normally be given to those candidates for employment recommended by the Director, upon the recommendation of the Professional Advisory Council.</p>
SC 1111	No teacher shall be employed who is related to any member of the Executive Council, as defined in statute, unless such teacher receives the affirmative vote of a majority of all members of the Executive Council other than the member related to the applicant, who shall not vote.
SC 111 Pol. 404-R1	<p>No candidate shall be employed until such candidate has complied with the mandatory background check requirements for criminal history and the administration has evaluated the results of that screening process.</p> <p>Any employe's misstatement of fact material to qualifications for employment or the determination of salary shall be considered by the Executive Council to constitute grounds for dismissal.</p> <p>Utilization of professional employes prior to employment approval by the Executive Council is authorized when necessary to maintain continuity in the educational program. Retroactive employment shall be recommended at the next regular meeting of the Executive Council.</p>
SC 1201	No candidate for professional employment shall receive recommendation for such employment without evidence of his/her certification.

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<p>Pol. 404-R2</p> <p>3. Delegation of Responsibility</p> <p>Pol. 104 SC 3705 P.L. 88-352 (Title VI)</p>	<p>The Executive Council recognizes the importance of maintaining an efficient system for the processing of employees new to the school and those employees leaving the School's service.</p> <p>The Director or a designee shall develop procedures for the recruitment, screening and recommendation of candidates for employment in accordance with the following guidelines:</p> <p>Candidates will be recruited and recommended in accordance with policy and State and federal law. Staff vacancies which represent opportunities for professional advancement or diversification shall be made known to personnel so that they may apply for such positions.</p> <p>S/He may apply such screening procedures as may be necessary to determine the candidate's ability to perform the tasks for which the candidate is being considered.</p> <p>S/He shall seek such recommendations from former employers and others as may be of assistance in assessing the candidate's qualifications. Such records shall be retained confidentially and for official use only.</p> <p>The Director shall be responsible for administering an employee processing system.</p>
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