

# EASTON AREA SCHOOL DISTRICT

SECTION: CLASSIFIED EMPLOYEES

TITLE: EMPLOYMENT OF  
SUBSTITUTE AND SHORT-  
TERM EMPLOYEES

ADOPTED: July 20, 2006

REVISED:

<p>1. Purpose</p> <p>2. Authority SC 406</p> <p>SC 406</p> <p>3. Guidelines</p> <p>SC 111 23 Pa. C.S.A. 6301 et seq Titlte 22 Sec. 8.1 et seq</p> <p>42 U.S.C. Sec. 653a</p>	<p>505. EMPLOYMENT OF SUBSTITUTE AND SHORT-TERM EMPLOYEES</p> <p>Qualified and competent substitute and short-term employees shall be employed in order to provide continuity in the operation of the district.</p> <p>The Board shall approve annually the names of potential substitute classified personnel and the positions in which they may substitute. Additional names may be added to the list of substitutes by the Board during the school year.</p> <p>The Board shall approve the employment, set the compensation, and establish the period and terms of employment for each short-term classified employee.</p> <p>Approval shall normally be given to those candidates for employment recommended by the Superintendent.</p> <p>Any employee's misstatement of fact material to qualifications for employment or determination of salary shall constitute grounds for dismissal by the Board.</p> <p>Utilization of substitute or short-term employees prior to approval by the Board is authorized when necessary to maintain continuity of services in the district. Retroactive employment shall be recommended to the Board at the next meeting.</p> <p>No candidate shall be employed until such candidate has complied with the mandatory background check requirements for criminal history and child abuse and the district has evaluated the results of the screening process.</p> <p>The district shall submit a New Hire Report for each employee required to be reported by law.</p> <p><u>Nepotism</u></p> <p>For purposes of this policy, nepotism is defined as patronage bestowed in consideration of family relationship and not of merit.</p>
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<p>4. Delegation of Responsibility</p> <p>School Code 406, 111</p> <p>23 Pa. C.S.A. 6301 et seq</p> <p>42 U.S.C. Sec. 653a</p>	<p>The Board rejects the practice of nepotism, as defined in this policy, and reaffirms the practice of hiring the best qualified individual for the position. In cases where relationship to Board members or current employees is a factor, the Board will be guided by the current provisions of law and strict adherence to its own hiring procedures.</p> <p><u>Compensation</u></p> <p>Substitutes for classified employees will be paid on a per diem basis at a rate set annually by the Board for the various classes of employees.</p> <p>The Superintendent or designee shall develop and implement procedures to recruit, screen, recommend, assign and evaluate candidates for substitute and short-term classified employment.</p> <p>The administration may 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>
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