

**EAST
STROUDSBURG
AREA
SCHOOL DISTRICT**

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: EMPLOYMENT OF
SUPERINTENDENT/
ASSISTANT
SUPERINTENDENT

ADOPTED: August 19, 2002
REVISED: September 17, 2007
1st READ: May 19, 2015

<p>1. Purpose SC 1001</p> <p>2. Authority SC 508, 1001 1071, 1073, 1075, 1076, 1077, 2107</p> <p>SC 1073, 1077</p>	<p style="text-align: center;">302. EMPLOYMENT OF SUPERINTENDENT/ ASSISTANT SUPERINTENDENT</p> <p>The Board places the primary responsibility and authority for the administration of this district in the Superintendent and Assistant Superintendent(s). Therefore, selection of a Superintendent or Assistant Superintendent(s) is critical to the effective leadership and management of the district.</p> <p>When the position of Superintendent or Assistant Superintendent becomes vacant, the Board shall elect a district Superintendent or Assistant Superintendent by a majority vote of all members of the Board and shall fix the beginning salary and term of office. Such term may be three (3), four (4), or five (5) years, beginning with the effective date of the appointment to office.</p> <p>During the final year of the term of office, the Board may notify the Superintendent or Assistant Superintendent that it plans to seek applications for the position from other qualified candidates. Such notification shall be given by the Board at least 150 days prior to the end of the term if applicable.</p> <p>The Board shall actively seek the best qualified and most capable candidate for the position of Superintendent. It may be aided in this task by:</p> <ol style="list-style-type: none"> 1. a committee of Board members and/or community representatives, 2. the services of professional consultants and/or 3. the counsel of the retiring Superintendent. <p>The Board shall seek applicants for the position of Assistant Superintendent by nomination of the Superintendent and by the same process used to determine the selection of the Superintendent.</p>
<p>3. Guidelines</p> <p>42 U.S.C.</p>	<p><u>Recruitment</u></p> <p>Recruitment procedures shall be prepared in advance of the search and may include the following:</p> <ol style="list-style-type: none"> 1. Preparation of a job description for the position, written in accordance with

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<p>Sec. 12101 et seq Pol. 104</p> <p>SC 1002, 1003, 1078 Title 22 Sec. 49.41, 49.42</p> <p>20 U.S.C. Sec. 1681 et seq 42 U.S.C. Sec. 2000e et seq Pol. 104</p>	<p>requirements of federal and state laws and regulations.</p> <ol style="list-style-type: none"> 2. Preparation of written job qualifications, in accordance with applicable state requirements, for all applicants. 3. Preparation of informative material describing the school district and its educational goals. 4. Solicitation of applications from a geographical area large enough to ensure a range of backgrounds and experience. 5. Opportunity for applicants to visit the schools of the school district, at the Board's invitation. 6. Recruitment and evaluation of candidates in accordance with Board policy and state and federal law. <p>A screening process shall be established that ensures the Board has an opportunity to interview a sufficient number of finalist candidates so that an appropriate range of choices is available for final selection.</p> <p>The Board shall determine prior to interviewing finalists which expenses associated with such interviews will be borne by the school district.</p>
<p>SC 111.1</p>	<p>Pre-Employment Requirements</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 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.</p>
<p>SC 111 Title 22 Sec. 8.1 et seq 23 Pa. C.S.A. Sec.630144 et seq</p>	<p>No candidate shall be employed until such candidate has complied with the mandatory background check requirements for criminal history, child abuse and FBI fingerprints and the school district has evaluated the results of that screening process.</p>
<p>SC 111, 111.1</p>	<p>Each candidate shall report, on the designated form, all 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 denial of employment,</p>

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<p>SC 1073, 1076</p> <p>SC 1004</p> <p>Title 28 Sec. 23.43, 23.45 42 U.S.C. Sec. 12101 et seq</p> <p>42 U.S.C. Sec. 653a</p>	<p>termination if already hired, and/or criminal prosecution.</p> <p>No person shall be employed as Superintendent or Assistant Superintendent unless s/he has signed an employment contract or has been employed by Board resolution, either of which may include:</p> <ol style="list-style-type: none"> 1. Term for which employment is contracted, including beginning and ending dates. 2. Salary contracted and the intervals at which it will be paid. 3. Benefits to which the employee is entitled. 4. Statement of the procedure to be followed and the consequences of termination or modification of the employment agreement. 5. Procedures for resolving misunderstandings or disagreements. 6. Statement of mutually agreeable evaluation procedures. <p>Before entering the duties of the office, the Superintendent or Assistant Superintendent shall take and subscribe to the oath of office prescribed by statute.</p> <p>After receiving an offer of employment but prior to beginning employment, the candidate shall undergo a medical examination, at Board expense as required by law.</p> <p>Any candidate's willful misstatement of fact material to qualifications for employment or determination of salary shall constitute grounds for dismissal by the Board.</p> <p>The school district shall submit a New Hire Report for each employee required to be reported by law.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 1008, 111, 111.1, 508, 1001, 1002, 1003, 1004, 1071, 1072, 1075, 1076, 1077, 1078, 2107</p> <p>State Board of Education Regulations – 22 PA Code Sec. 8.1 et seq., 49.41, 49.42, 49.172</p>
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	<p>State Department of Health Regulations – 28 PA Code Sec. 23.43, 23.45</p> <p><u>Educator Discipline Act – 24 P.S. Sec. 2070.2</u></p> <p><u>Criminal History Record Information Act – 18 Pa. C.S.A. Sec. 9125</u></p> <p>Child Protective Services Law – 23 Pa. C.S.A. Sec. 6301 et seq.</p> <p>Federal Anti-Discrimination and Civil Rights Laws – 20 U.S.C. Sec. 1681 et seq. (Title IX) 42 U.S.C. Sec. 2000e et seq. (Title VII)</p> <p>Americans With Disabilities Act – 42 U.S.C. Sec. 12101 et seq.</p> <p>Board Policy -- 104</p>
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