

**EAST
STROUDSBURG
AREA
SCHOOL DISTRICT**

SECTION: EMPLOYEES

TITLE: EMPLOYMENT OF SCHOOL SECURITY PERSONNEL

ADOPTED: **NEW – DRAFT POLICY**

REVISED:

304.3 EMPLOYMENT OF SCHOOL SECURITY PERSONNEL	
1. Purpose	The Board recognizes the role that qualified and competent School Security Personnel contribute to the effective operation of the programs of the district.
2. Authority SC 508	The Board shall, by a majority vote of all members, approve the employment; set the compensation; and establish the term of employment for each school security personnel employed by the district.
3. Guidelines	<p>Approval shall normally be given to the candidates for employment recommended by the Superintendent or designee. When any recommended candidate has been rejected by the Board, the Superintendent or designee shall repost the position and the rejected candidate will be notified in writing.</p> <p>No person shall be employed who is related to any member of the Board, as defined in statute, unless such person receives the affirmative vote of a majority of all members of the Board other than the member related to the applicant, who shall not vote.</p> <p>School security personnel shall be deemed to include the following positions and shall follow provisions outlined in the applicable compensation plan agreement:</p> <p>Crossing Guards School Security School Police Officers</p> <p>An employee's knowing misstatement of fact material to qualifications for employment or determination of salary may constitute grounds for dismissal by the Board.</p> <p>The Board authorizes the use of school security personnel prior to Board approval when necessary to maintain continuity of the educational program and services. Retroactive employment shall be recommended to the Board at the next regular meeting.</p>

<p>Pol. 805.2</p>	<p>Policy 805.2 further outlines the roles and duties that a candidate must possess along with specific requirements when considering candidates for employment as school security or school police officers within the school district.</p>
<p>SC 111.1</p>	<p><u>Pre-Employment Requirements</u></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 23 Pa. C.S.A. 6344 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, FBI Criminal History Record, Act 24 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, arrests and convictions as specified on the form. Candidates shall likewise report arrests and 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, termination if already hired, and/or criminal prosecution.</p>
<p>4. Delegation of Responsibility Pol. 104</p>	<p>The Superintendent or designee shall develop administrative regulations for the recruiting, screening, and recommending candidates for school security personnel in accordance with Board policy and state and federal law and regulations.</p>
<p>42 U.S.C. Sec. 12101 et seq.</p>	<p>The Superintendent or designee shall seek candidates of good moral character who possess the following attributes: successful training and experience, appreciation of children, skills required to complete essential job functions and emotional/mental maturity and stability.</p> <p>The Superintendent or designee may apply necessary screening to determine a candidate's ability to perform the job functions of the position for which the candidate is being considered.</p> <p>The Superintendent 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>References:</p> <p>School Code – 24 P.S. Sec. 111, 111.1, 508</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. 6344 et seq.</p> <p>Americans With Disabilities Act – 42 U.S.C. Sec. 12101 et seq.</p> <p>Board Policy 000, 104, 113, 805.2</p>
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