

Book	Policy Manual
Section	400 Professional Employees
Title	Employment of Professional Employees
Number	404
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Adopted	March 14, 2002
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Purpose

The Springfield School District (“District”) is committed to providing a quality education to each student in its schools. The District recognizes that the most significant factor in the process of education is its professional employees, its teachers. For that reason the District seeks to employ only those individuals with the appropriate academic and attitudinal qualifications necessary for effective teaching.

It is the intent of the District to maintain and establish liaison with placement offices of universities and colleges, in a manner that will afford opportunity for well qualified applicants to apply for employment with the District. In addition, the administration shall develop and utilize other appropriate recruiting procedures to attract qualified applicants for certificated vacancies.

Authority

The Board of School Directors (“Board”) shall approve the employment and fix the compensation for each professional employee employed by the District. It shall also fix the term of employment or other conditions that may reflect the difference between full time and part time employment. [\[4\]](#)[\[1\]](#)[\[2\]](#)[\[3\]](#)

No teacher shall be employed who does not meet the requirements stated in Policy No. E1, Employment Practices for Family Members.

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 that screening process. [\[5\]](#)[\[6\]](#)[\[7\]](#)

Any employee’s misstatement of fact material to qualifications for employment or the determination of salary shall be considered by the Board to constitute grounds for dismissal.

SUPERSEDES: Policy No. 4111, Employment of Certificated Employees
and Policy No. 4112.1, Recruitment – Certificated Employees

DISCLAIMERS:

This policy is superseded by all current federal and state laws and mandates.

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Legal

[1. 24 P.S. 1106](#)

[2. 24 P.S. 1107](#)

[3. 24 P.S. 1142-1152](#)

[4. 24 P.S. 508](#)

[5. 24 P.S. 111](#)

[6. 22 PA Code 8.1 et seq](#)

[7. 23 Pa. C.S.A. 6301 et seq](#)