EMPLOYMENT OF PROFESSIONAL STAFF

The School Board recognizes that it is vital to the successful operation of the Corporation that positions created by the Board be filled with highly qualified and competent personnel.

The Board shall approve the employment, and also, when not covered by the terms of a negotiated agreement, fix the compensation and establish the term of employment for each professional staff member employed by this Corporation.

Individuals employed in the following categories shall be considered members of the professional staff:

A. Administrators  
B. Teachers  
C. Counselors  
D. Media Personnel  
E. Social Workers  
F. Psychologists  
G. Physical Therapist  
H. Occupational Therapist  
I. Speech Therapist

Such approval shall be given only to those candidates for employment recommended by the Superintendent.

All applications for employment shall be referred to the Director of Human Resources.

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

Relatives of staff members may be employed by the Board, provided the staff member being employed is not placed in a position in which s/he would be supervised by the relative staff member.

The employment of professional staff members prior to approval by the Board is authorized when their employment is required to maintain continuity in the educational program. Employment shall be recommended to the Board at the next regular meeting.
Whenever possible, positions shall be filled by properly-licensed professionals.

No candidate for employment as a professional staff member shall receive recommendation for such employment without having proffered visual evidence of his/her certification or pending application for certification. Such certification must indicate all of the areas in which the candidate has been certified. No deletions are acceptable. Except as professional staff members in Career Education Program, positions shall provide proof of occupational experience and meet eligibility requirements for the Occupational Specialist Certificate.

The Superintendent shall prepare administrative guidelines for the recruitment and selection of all professional staff.

I.C. 20-26-5-4; I.C. 35-44-1-3

Approved by the Board 7/15/91
Revised 8/9/93
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