

GREATER JOHNSTOWN CAREER & TECHNOLOGY CENTER

SECTION: EMPLOYEES
TITLE: EMPLOYMENT OF ADMINISTRATIVE DIRECTOR
ADOPTED: January 22, 2008
REVISED:

302. EMPLOYMENT OF ADMINISTRATIVE DIRECTOR	
1. Authority SC 1001	The Joint Operating Committee places the primary responsibility and authority for the administration of the center in the Administrative Director. Therefore, selection of an Administrative Director is critical to the effective leadership and management of the center.
SC 1850.1	When the position of Administrative Director becomes vacant, the Joint Operating Committee shall elect an Administrative Director by a majority vote of all members of the Joint Operating Committee and shall fix the beginning salary and term of office. The Joint Operating Committee shall actively seek the best qualified and most capable candidate for the position of Administrative Director. It may be aided in this task by a committee of Joint Operating Committee members, the services of professional consultants, and/or the counsel of the Superintendent of Record.
2. Guidelines	<u>Recruitment</u> Recruitment procedures shall be prepared in advance of the search and may include the following:
42 U.S.C. Sec. 12101 et seq Pol. 104	1. Preparation of a job description for the position, written in accordance with the requirements of federal and state laws and regulations.
SC 1804 Title 22 Sec. 49.163	2. Preparation of written qualifications, in addition to applicable state requirements, for all applicants. 3. Preparation of informative material describing the center and its educational goals and vocational technical programs. 4. Solicitation of applications from a geographical area large enough to ensure a range of backgrounds and experience.

<p>20 U.S.C. Sec. 1681 et seq 42 U.S.C. Sec. 2000e et seq</p>	<p>5. Opportunity for applicants to visit the center, at the Joint Operating Committee’s invitation.</p> <p>6. Recruitment and evaluation of candidates in accordance with Joint Operating Committee policy and state and federal law.</p> <p>A screening process shall be established that ensures the Joint Operating Committee has an opportunity to interview a sufficient number of candidates so that an appropriate range of choices is available for final selection.</p> <p>The Joint Operating Committee shall determine prior to interviewing finalists which expenses associated with such interviews will be reimbursed by the center.</p>
<p>SC 111 Title 22 Sec. 8.1 et seq 23 Pa. C.S.A. Sec. 6301 et seq</p>	<p><u>Employment</u></p> <p>A candidate shall not be employed until the individual has complied with the mandatory background check requirements for criminal history and child abuse and the center has evaluated the results of that screening process.</p> <p>An individual shall not be employed as Administrative Director unless s/he has signed an employment contract or has been employed by Joint Operating Committee resolution, either of which may include:</p>
<p>SC 1850.1</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 mutually agreeable evaluation procedures. 5. Procedures for resolving misunderstandings or disagreements.
<p>Title 28 Sec. 23.43, 23.45 42 U.S.C. Sec. 12101 et seq</p>	<p>After receiving an offer of employment but prior to beginning employment, the candidate shall undergo a medical examination, as required by law.</p> <p>A candidate's misstatement of fact material to qualifications for employment or determination of salary shall constitute grounds for dismissal by the Joint Operating Committee.</p>

References:

School Code – 24 P.S. Sec. 111, 1001, 1804, 1850.1

State Board of Education Regulations – 22 PA Code Sec. 8.1 et seq., 49.163

State Department of Health Regulations – 28 PA Code Sec. 23.43, 23.45

Child Protective Services Law – 23 Pa. C.S.A. Sec. 6301 et seq.

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)

Americans With Disabilities Act – 42 U.S.C. Sec. 12101 et seq.

Joint Operating Committee Policy – 104