

FAIRFIELD AREA SCHOOL DISTRICT

SELECTION CRITERIA AND PROCEDURES FOR EMPLOYEES

3150

- 3150.1      Eligibility  
“Every teacher employed to teach in the public schools of this Commonwealth must be a person of good moral character, must be at least eighteen years of age, and must be a citizen of the United States: Provided, That citizenship may be waived in the case of exchange teachers not permanently employed, and teachers employed for the purpose of teaching foreign languages...” [Sec. 1109]
- 3150.2      Applications  
All individuals wishing consideration for employment as teachers shall request information and application forms from the office of the Superintendent.  
  
Completed applications, including letters of reference and transcripts, are necessary before one can expect consideration for employment.  
  
Qualified applicants within the District will be given consideration for any vacancy for which they qualify and choose to apply. The Board will be searching for the best person for each position, however, and will not restrict itself to selecting from within the school system alone for higher level appointments.
- 3150.3      Screening  
The Superintendent (or designee) shall screen and select qualified personnel needed to fill vacancies, and shall submit his/her choices to the Board for ratification.
- 3150.4      The Board shall consider merit, judged by all pertinent standards, as one of the main criteria by which individuals are elected to teaching positions.
- 3150.5      An affirmative vote by a majority of all members of the Board duly recorded, showing how each member voted shall be required to elect a candidate to a teaching, administrative, or supervisory position.
- 3150.6      All candidates who are interviewed for positions shall be informed in writing or verbally regarding the Board's action.

3150.7 The elected candidates shall receive a personal letter informing them of their selection, welcoming them to the professional staff and providing them with a contract to sign and return.

3150.8 Nondiscrimination Clause  
The Fairfield Area School District does not discriminate or deny services on the basis of sex, race, color, creed, national origin, age or handicap in its education programs or activities nor in its employment practices as defined by:

Title VI - Civil Rights Act 1964  
Title IX - Education Amendments 1972  
Sec. 504 - Rehabilitation Act of 1973  
Dept. of Education - Office of Civil Rights Guidelines  
Rick Showalter, Coordinator  
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Fairfield, PA 17320  
Phone 642-6600

Legal Reference

PL 92-318 Education Amendment of  
(1972 and Title IX  
42 USC Section 2000d (1970), Title VI

Adopted December 4, 1995