

# WYOMISSING AREA SCHOOL DISTRICT

SECTION: PROGRAMS

TITLE: INTERSCHOLASTIC  
ATHLETICS

ADOPTED: November 25, 1996

REVISED: ~~January 22, 2007~~

123. INTERSCHOLASTIC ATHLETICS	
1. Purpose	<p>The Board recognizes the value of a program of interscholastic athletics as an integral part of the total school experience for all District students and as a conduit for community involvement.</p> <p>The program fosters the growth of school loyalty within the student body as a whole and stimulates community interest.</p> <p>The game activities and practice sessions provide opportunities to teach the values of competition, sportsmanship, and teamwork.</p>
2. Definition	<p>For purposes of this policy, the program of <b>interscholastic athletics</b> shall include all activities relating to competitive or exhibition sport contests, games or events involving individual students or teams of students when such events occur between schools within this District or outside this District.</p>
3. Authority Title 22 Sec. 4.27 34 CFR Sec. 106.41 Pol. 103	<p>It shall be the policy of the Board to offer opportunities for participation in interscholastic athletic programs to students without discrimination, in accordance with law and regulations, and Board policy.</p>
SC 511	<p>The Board shall approve a program of interscholastic athletics and require that all facilities utilized in that program, whether or not the property of this Board, properly safeguard both players and spectators and are kept free from hazardous conditions.</p> <p>The Board shall determine the standards of eligibility to be met by all students participating in an interscholastic program. Such standards shall require that each student, before participating in any interscholastic activity, be covered by student accident insurance; be in good physical condition; and be free of injury, as determined by the District physician.</p>

<p>Pol. 218</p>	<p>The Board further adopts those eligibility standards set by the Constitution of the Pennsylvania Interscholastic Athletic Association.</p> <p>The Board directs that no student may participate in interscholastic athletics who has not:</p> <ol style="list-style-type: none"> <li>1. Met the requirements for academic eligibility.</li> <li>2. Met the requirements for attendance as outlined in the written procedures for this policy.</li> <li>3. Returned all school athletic equipment previously used.</li> </ol> <p><u>Off-Campus Activities</u></p> <p>This policy shall also apply to student conduct that occurs off school property and would <u>otherwise</u> violate the Student Conduct Requirement for Co-Curricular Activities if <u>any of the following circumstances exist</u>:</p> <ol style="list-style-type: none"> <li><del>1. There is a connection between the proximity or timing of the conduct in relation to the student's attendance at school or school-sponsored activities.</del></li> <li><u>1. The conduct occurs during the time the student is traveling to and from school or traveling to and from school-sponsored activities, whether or not via school district furnished transportation.</u></li> <li>2. The student is a member of a co-curricular activity and has been notified that particular off-campus conduct could result in exclusion from such activities.</li> <li>3. Student expression or conduct materially and substantially disrupts the operations of the school, or the administration reasonably anticipates that the expression or conduct is likely to materially and substantially disrupt the operations of the school.</li> <li>4. The conduct has a direct connection to attendance at school or a school-sponsored activity, <del>for example, such as an agreement to complete</del> a transaction <u>conducted</u> outside of school <u>pursuant to an agreement made in school</u> that would violate the Student Conduct Requirement for Co-Curricular Activities <u>if conducted in school</u>.</li> <li>5. The conduct involves the theft or vandalism of school property.</li> <li><u>6. There is otherwise a nexus between the proximity or timing of the conduct in relation to the student's attendance at school or school-sponsored activities.</u></li> </ol>
<p>4. Delegation of Responsibility</p>	<p>The Superintendent or designee shall annually prepare, approve and present to the Board for its consideration a program of interscholastic athletics, which shall include</p>

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<p>Title 22 Sec. 12.1, 12.4</p>	<p>a complete schedule of events.</p> <p>S/He shall inform the Board of changes in that schedule as they occur.</p> <p>The Superintendent or designee shall prepare rules for the conduct of students participating in interscholastic athletics. Such rules shall be in conformity with regulations of the State Board of Education, the P.I.A.A. and the School District.</p> <p>The Superintendent <u>or designee</u> shall ensure that similar athletic programs are offered to both sexes in proportion to the District's enrollment.</p> <p>The Superintendent shall ensure that interscholastic athletics are open to all eligible students and that information about the opportunities is made available to them.</p> <p>The Superintendent or designee shall develop written procedures for the implementation of this policy in accordance with Board policy and state and federal regulations.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 511</p> <p>State Board of Education Regulations – 22 PA Code Sec. 4.27, 12.1, 12.4</p> <p>Title 34, Code of Federal Regulations – 34 CFR Sec. 106.41</p> <p>Board Policy – 103, 218</p>
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123. INTERSCHOLASTIC ATHLETICS - Pg. 4

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# WYOMISSING AREA SCHOOL DISTRICT

SECTION: PUPILS

TITLE: ADMISSION OF BEGINNERS  
AND KINDERGARTENERS

ADOPTED: November 25, 1996

REVISED: ~~May 23, 2005~~

201. ADMISSION OF BEGINNERS AND KINDERGARTENERS	
<p>1. Authority SC 1301 Title 22 Sec. 11.2, 11.41</p>	<p>The Board shall establish age requirements for the admission of beginners which are consistent with sound educational practice, which ensure the equitable treatment of all eligible children, and which are consistent with law.</p>
<p>2. Guidelines  SC 1304, 1326</p>	<p><u>First Grade</u></p> <p>Beginners are children entering the lowest grade of the primary school above the kindergarten level (i.e., first grade). They shall be admitted to school only during the first two (2) weeks of the annual school term <del>and thereafter at the district's discretion</del>, except that a child who is eight (8) years of age may begin school at any time.</p>
<p>Title 22 Sec. 11.15 SC 1304</p>	<p>A beginner is eligible for admission to the lowest grade of the primary school above the kindergarten level if s/he has attained the age of six (6) years, zero (0) months on or before September 1st of the school year s/he plans to start school.</p>
<p>Title 22 Sec. 11.16</p>	<p>The Board may, upon the written request of the parent/guardian, admit as a beginner a child whose chronological age is not less than five (5) years, seven (7) months but who demonstrates exceptional readiness, when so recommended by the school psychologist and approved by the Superintendent. The procedures for early admission to school for beginners are defined below.</p>
<p>Title 22 Sec. 11.16</p>	<p>The Board is not required to admit as a beginner any child whose age is less than the district's established admission age for beginners.</p>
<p>Title 22 Sec. 11.14 SC 503</p>	<p><u>Kindergarten</u></p> <p>A child is eligible for admission to kindergarten if s/he has attained the age of five (5) years, zero (0) months on or before September 1st of the school year in which s/he plans to enter kindergarten.</p>

<p>Pol. 200, 203</p>	<p>The Superintendent or designee shall require that the parent/guardian of each student who registers for entrance to school submit proof of age, residency, and required immunizations.</p> <p><u>Early Admission To School (Grade 1)</u></p> <p>The school district will consider parent/guardian requests for admitting a child to school as a beginner (Grade 1) when the child's sixth birthday falls after September 1st but on or before February 1st of the first grade year.</p> <p>The Board may approve early admission as a beginner (Grade 1) if the child meets the established criteria, is so recommended by the school psychologist, and is approved by the Superintendent.</p> <p><u>Early Admission To Kindergarten</u></p> <p>The school district will consider parent/guardian requests for admitting a child to kindergarten whose fifth birthday falls after September 1 but on or before November 1 of the kindergarten year.</p> <p>The Board may approve early admission as a beginner (Kindergarten) if the child meets the established criteria, is so recommended by the school psychologist, and is approved by the Superintendent.</p> <p><u>Procedures For Early Admission (Kindergarten And Grade 1)</u></p> <ol style="list-style-type: none"><li>1. A parent/guardian seeking early admission to school must complete a request form and submit a letter of request to the Superintendent prior to the kindergarten orientation for the school year in question, along with the following documentation:<ol style="list-style-type: none"><li>a. Birthdate.</li><li>b. Health records, including immunization information.</li><li>c. Any written evaluations or reports by a licensed or school psychologist.</li><li>d. A written evaluation or report from the child's prior teacher(s), when available.</li></ol></li><li>2. The school district will notify the parent/guardian of the eligibility criteria and procedures, and will schedule the child for orientation/screening with school staff.</li></ol>
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3. Staff will conduct an orientation/screening to evaluate the child's competencies in developmental, social, emotional, academic readiness and intellectual areas. The district also will examine and evaluate relevant reports as well as information obtained from the previous non-public school program, preschool program or alternative kindergarten program, when available.
4. Students will be recommended for a psychological evaluation by the school psychologist when screening data and observations suggest exceptional competency in the areas mentioned above. The building principal or designee will notify the parent(s)/guardian(s) of the child's eligibility for further testing.
5. Psychological evaluations will be scheduled with the school psychologist and testing will include, but is not to be limited to, assessment of intellectual ability, social and emotional development, academic readiness and perceptual-motor skills. Parental permission will be obtained prior to the school psychologist's evaluation. All evaluations will be completed on a timely basis prior to the school year of requested admission.
6. Based on observation and data from the district's screening/orientation program and the psychological evaluation process, a determination will be made about the most appropriate educational placement for the student.
7. The parents/guardians will receive a copy of the psychologist's report, summarizing the results of the testing, and notification of the recommended educational placement for their child, as approved by the Superintendent.
8. Appeals for exceptions due to unforeseen or extraordinary circumstances may be directed to the Superintendent.

Exceptions

With proper documentation, exceptions to this early admission policy will be made for kindergarten or first grade students who do not meet the district's age requirement for admission when it is documented that the student attended a public school program in another school district. In these cases, the student may be transferred or placed in the appropriate grade level and will not be subject to these early admission requirements.

When a parent/guardian requests early admission for a child, who attended a kindergarten program which was not operated by a public school, the district will require documentation pertaining to the curriculum and length of the kindergarten program in addition to information listed above. The district will conduct a thorough review of the student's records and will schedule the child for kindergarten orientation or similar screening procedure as deemed necessary and appropriate by the district. Upon completion of these procedures, the principal may:

1. Admit the student to an appropriate grade level based upon the review of the educational record and screening information.
2. Require early admission testing by the school psychologist to assure that the child demonstrates sufficient developmental, social, emotional and intellectual abilities necessary for success.

Once referred to the school psychologist for testing, eligibility for early admission will follow the same procedures as required of other early admission candidates.

Annual Notice

Annual notice will be published and sent to all district residents. It will include the dates and deadlines for kindergarten and first grade registration, as well as age requirements for admission to school. Parents/Guardians interested in information regarding early admission to school will be advised to contact the Wyomissing Hills Elementary Center guidance office.

References:

School Code – 24 P.S. Sec. 503, 1301, 1304, 1326

State Board of Education Regulations – 22 PA Code Sec. 4.41, 11.12, 11.14, 11.15, 11.16, 11.41

Board Policy – 200, 203







Pennsylvania School Boards Association

SECTION: PUPILS  
 TITLE: DATING VIOLENCE  
 ADOPTED:  
 REVISED:

<b>252. DATING VIOLENCE</b>	
1. Purpose	The purpose of this policy is to maintain a safe, positive learning environment for all students that is free from dating violence. Dating violence is inconsistent with the educational goals of the district and is prohibited at all times.
2. Definitions SC 1553	<b>Dating Partner</b> shall mean a person, regardless of gender, involved in an intimate relationship with another person, primarily characterized by the expectation of affectionate involvement, whether casual, serious or long-term.
SC 1553	<b>Dating Violence</b> shall mean behavior where one person uses threats of, or actually uses, physical, sexual, verbal or emotional abuse to control the person's dating partner.
3. Authority	The Board encourages students who have been subjected to dating violence to promptly report such incidents.
Pol. 218	The district shall investigate promptly all complaints of dating violence and shall administer appropriate discipline to any student who violates this policy.
4. Guidelines	<p><u>Complaint Procedure</u></p> <p>When a student believes that s/he has been subject to dating violence, the student is encouraged to promptly report the incident, orally or in writing, to the</p> <p><input checked="" type="checkbox"/> building principal.</p> <p><input type="checkbox"/> guidance counselor.</p> <p><input type="checkbox"/> classroom teacher.</p> <p>The principal shall conduct a timely, impartial, and comprehensive investigation of the alleged dating violence.</p>

SC 1553	<p>The principal shall prepare a written report summarizing the investigation and recommending disposition of the complaint. The complainant and the accused shall be informed of the outcome of the investigation.</p>
SC 1553 Pol. 218	<p>If the investigation results in a substantiated finding of dating violence, the principal shall recommend appropriate disciplinary action, as circumstances warrant, in accordance with the Code of Student Conduct.</p>
Pol. 248	<p>If a possible violation of the district's harassment policy is implicated, the principal shall take additional action as necessary to comply with Board policy and state and federal law and regulations.</p>
SC 1553	<p>The district shall document the corrective action taken and, where not prohibited by law, inform the complainant.</p>
SC 1553	<p>This policy on dating violence shall be:</p> <ol style="list-style-type: none"> <li>1. Published in the Code of Student Conduct.</li> <li>2. Published in the Student Handbook.</li> <li>3. Made available on the district's website, if available.</li> <li>4. Provided to parents/guardians.</li> </ol>
SC 1553	<p><u>Dating Violence Training</u></p> <p>The district may provide dating violence training to guidance counselors, nurses, and mental health staff at the high school as deemed necessary. At the discretion of the Superintendent, parents/guardians and other staff may also receive training on dating violence.</p>
SC 1553 71 P.S. Sec. 611.13	<p><u>Dating Violence Education</u></p> <p>The district may incorporate age-appropriate dating violence education into the annual health curriculum framework for students in grades nine through twelve. The district shall consult with at least one (1) local domestic violence program or rape crisis program when developing the educational program.</p>
SC 1553 Pol. 105.1	<p>A parent/guardian of a student under the age of eighteen (18) shall be permitted to examine the instructional materials for the dating violence education program.</p>

<p>SC 1553 Pol. 105.2</p>	<p>At the request of the parent/guardian, the student may be excused from all or part of the dating violence education program.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 1553</p> <p>State Board of Education Regulations – 22 PA Code Sec. 12.12</p> <p>Domestic Violence and Rape Victims Services – 71 P.S. Sec. 611.13</p> <p>Family Educational Rights and Privacy Act – 20 U.S.C. Sec. 1232g</p> <p>Board Policy – 105.1, 105.2, 218, 248</p> <p><b>PSBA New 9/11</b></p>
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**REPORT FORM FOR COMPLAINTS OF DATING VIOLENCE**

Complainant: \_\_\_\_\_

Home Address: \_\_\_\_\_

Home Phone: \_\_\_\_\_

School Building: \_\_\_\_\_

Date(s) of Alleged Incident(s): \_\_\_\_\_

Name of person you believe violated the district's policy prohibiting dating violence:  
\_\_\_\_\_

If the alleged dating violence was directed against another person, identify the other person:  
\_\_\_\_\_

Describe the incident as clearly as possible, including what force, if any, was used; verbal statements (i.e. threats, requests, demands, etc.); what, if any, physical contact was involved. Attach additional pages if necessary:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

When and where incident occurred: \_\_\_\_\_

List any witnesses who were present: \_\_\_\_\_  
\_\_\_\_\_

This complaint is based on my honest belief that \_\_\_\_\_ committed dating violence against me or another person. I certify that the information I have provided in this complaint is true, correct and complete to the best of my knowledge.

\_\_\_\_\_  
Complainant's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Received By

\_\_\_\_\_  
Date

SECTION: ADMINISTRATIVE  
EMPLOYEES

TITLE: EMPLOYMENT OF  
SUPERINTENDENT/ASSISTANT  
SUPERINTENDENT

ADOPTED: November 25, 1996

REVISED: ~~June 25, 2007~~

# WYOMISSING AREA SCHOOL DISTRICT

<p>1. Purpose SC 1001, 1003</p> <p>2. Authority SC 508, 1001, 1071, 1073, 1075, 1076, 1077</p> <p>SC 1073, 1077</p> <p>3. Guidelines</p> <p>SC 1002, 1003, 1078 Title 22 Sec. 49.41, 49.42 20 U.S.C. Sec. 1681 et seq 42 U.S.C. Sec. 2000e et seq 42 U.S.C. Sec. 12101 et seq Pol. 104</p>	<p style="text-align: center;">302. EMPLOYMENT OF SUPERINTENDENT/ ASSISTANT SUPERINTENDENT</p> <p>The Board places the primary responsibility and authority for the administration of this District in the Superintendent. Selection of a Superintendent, or Assistant Superintendents, is therefore critical to the effective leadership and management of the District.</p> <p>When the position of Superintendent or Assistant Superintendent becomes vacant, the Board shall elect a District Superintendent, or Assistant Superintendent, by a majority vote of all members of the Board, and shall fix the beginning salary and the term of office. Such term may be three (3), four (4) or five (5) years beginning with the effective date of the appointment to office.</p> <p>During the final year of the term of office, the Board may notify the Superintendent or Assistant Superintendent that it plans to seek applications from other qualified candidates for the position. Such notification shall be given 150 days prior to the end of the term.</p> <p><u>Recruitment</u></p> <p>The Board will actively seek the best qualified and most capable candidate for the position of Superintendent.</p> <p>Recruitment procedures shall be prepared in advance of the search and shall include the following: the preparation of a written job description for the position; preparation of written specification of qualifications, in addition to proper state requirements for all applicants; preparation of informative material describing the School District and its educational goals; where feasible, the opportunity for applicants to visit the schools of the District; that a screening process be established that ensures that the Board have an opportunity to interview a sufficient number of finalist candidates so that an adequate range of choices is available for final selection; and recruitment and consideration of candidates in accordance with Board policy, state and federal law.</p>
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302. EMPLOYMENT OF SUPERINTENDENT/  
ASSISTANT SUPERINTENDENT - Pg. 2

Qualifications

The Superintendent shall have the following qualifications:

1. Holds a "Letter of Eligibility" granted by the Department of Education for a Superintendent's Commission.
2. The following qualities are also desirable:
  - a. Belief that the public schools should be operated for the benefit of the students - not for Boards, administrators, teachers or parents/guardians.
  - b. Sound philosophy of education and its role in life.
  - c. Broad administrative experience.
  - d. Health which permits a person to perform the essential elements of the job, with or without reasonable accommodations.
  - e. High moral character.
  - f. Professional appearance.
  - g. Confidence and idealism.
  - h. Good judgment, common sense and perception.
  - i. Varied accomplishments.
  - j. Demonstrated ability to make decisions.
  - k. Proven ability to lead and shoulder responsibility.
  - l. A commitment to maintain and/or improve the school system.
  - m. Ability to organize effectively and to plan ahead to meet the school system's problems.
  - n. Competence to manage curriculum, business management, personnel administration, plant operation and public relations.
  - o. An appreciation of the need for close working relationships with teachers, Board members and the general public.

302. EMPLOYMENT OF SUPERINTENDENT/  
ASSISTANT SUPERINTENDENT - Pg. 3

<p>SC 111 Title 22 Sec. 8.1 et seq 23 Pa. C.S.A. Sec. 6301 et seq</p>	<p>p. Courage, integrity and honesty.</p> <p>q. Ability to deal with controversy.</p> <p>r. Ability to delegate authority.</p> <p><u>Employment</u></p> <p>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.</p> <p><u>Each candidate shall report, on the designated form, arrests and convictions as required by law. Failure to accurately report such arrests and convictions may, depending on the nature of the offense, subject the individual to criminal prosecution.</u></p> <p>The Board will seek applicants for the position of Assistant Superintendent by way of the process described above.</p>
<p>SC 1073, 1076</p>	<p>No person may be employed as Superintendent, or Assistant Superintendent, of this District unless s/he has signed an employment contract with the Board or has been employed by Board resolution, either of which shall include: the term for which employment is contracted, including beginning and ending dates; the salary which the Superintendent or Assistant Superintendent shall be paid and the intervals at which it shall be paid; the benefits to which the Superintendent or Assistant Superintendent is entitled; and a statement of agreed-upon evaluation procedures.</p>
<p>SC 1004</p> <p>Title 28 Sec. 23.43, 23.45 42 U.S.C. Sec. 12101 et seq</p>	<p>Before entering the duties of the office, the Superintendent or Assistant Superintendent shall take and subscribe to the oath of office prescribed by statute.</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>Any candidate's misstatement of fact material to qualifications for employment or the determination of salary shall be considered by this Board to constitute grounds for dismissal.</p>



302. EMPLOYMENT OF SUPERINTENDENT/  
ASSISTANT SUPERINTENDENT - Pg. 4

References:

School Code – 24 P.S. Sec. 108, 111, 508, 1001, 1002, 1003, 1004, 1071, 1073, 1075, 1076, 1077, 1078, 2107

State Board of Education Regulations – 22 PA Code Sec. 8.1 et seq., 49.41, 49.42, 49.172

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.

Board Policy – 104

302. EMPLOYMENT OF SUPERINTENDENT/  
ASSISTANT SUPERINTENDENT - Pg. 5

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# WYOMISSING AREA SCHOOL DISTRICT

SECTION: ADMINISTRATIVE  
EMPLOYEES

TITLE: EMPLOYMENT OF  
ADMINISTRATORS

ADOPTED: November 25, 1996

REVISED: ~~June 25, 2007~~

303. EMPLOYMENT OF ADMINISTRATORS	
<p>1. Purpose</p>	<p>The Board places substantial responsibility and authority for the effective management of the District with administrators who are employed by the District.</p>
<p>2. Authority SC 508, 1106, 1142 Title 22 Sec. 4.4</p>	<p>The Board shall by a majority vote of all members approve the employment, fix the compensation and establish the term of employment for each administrator employed by this District.</p>
<p>3. Guidelines</p>	<p>For purposes of this policy, administrative positions shall be deemed to be: principals, assistant principals, and directors.</p> <p>Such approval shall normally be given to those candidates for employment recommended by the Superintendent.</p> <p>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.</p> <p>No candidate for employment as an administrator shall receive recommendation for such employment without evidence of his/her certification, if such certification is required.</p> <p>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.</p> <p><u>Each candidate shall report, on the designated form, arrests and convictions as required by law. Failure to accurately report such arrests and convictions may, depending on the nature of the offense, subject the individual to criminal prosecution.</u></p>
<p>SC 1109 Title 22 Sec. 49.111, 49.121</p>	
<p>SC 111 Title 22 Sec. 8.1 et seq 23 Pa. C.S.A. Sec. 6301 et seq</p>	

<p>4. Delegation of Responsibility 20 U.S.C. Sec. 1681 et seq 42 U.S.C. Sec. 2000e et seq Pol. 104</p> <p>42 U.S.C. Sec. 12101 et seq</p>	<p>The Superintendent or designee shall develop procedures for the recruitment, screening and recommendation of candidates for employment in accordance with the following guidelines:</p> <ol style="list-style-type: none"> <li>1. S/He shall recruit and recommend applicants in accordance with Board policy and state and federal law.</li> <li>2. S/He may apply such screening procedures as may be necessary to determine the candidate's ability to perform the tasks for which the candidate is being considered.</li> <li>3. S/He shall seek such recommendations from former employers and others as may be of assistance in assessing the candidate's qualifications.</li> </ol> <p>A written job description will be prepared for each administrative position. Each job description will provide the following information: primary function, relationships and major responsibilities.</p> <p>Vacancies shall be made known to District personnel so they may apply for such positions.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 111, 508, 1106, 1109, 1142</p> <p>State Board of Education Regulations – 22 PA Code Sec. 4.4, 8.1 et seq., 49.111, 49.121</p> <p>Child Protective Services Law – 23 Pa. C.S.A. Sec. 6301 et seq.</p> <p>Federal Anti-Discrimination and Civil Rights Laws –</p> <p style="padding-left: 40px;">20 U.S.C. Sec. 1681 et seq. (Title IX)</p> <p style="padding-left: 40px;">42 U.S.C. Sec. 2000e et seq. (Title VII)</p> <p>Americans With Disabilities Act – 42 U.S.C. Sec. 12101 et seq.</p> <p>Board Policy – 104</p>
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SECTION: PROFESSIONAL EMPLOYEES

TITLE: EMPLOYMENT OF PROFESSIONAL EMPLOYEES

ADOPTED: November 25, 1996

REVISED: ~~June 25, 2007~~

# WYOMISSING AREA SCHOOL DISTRICT

404. EMPLOYMENT OF PROFESSIONAL EMPLOYEES	
<p>1. Purpose Title 22 Sec. 4.4</p>	<p>The Board places substantial responsibility for the educational program and effective operation of the schools with the professional staff employed by the District.</p>
<p>2. Authority SC 508, 1106, 1142, 1146</p> <p>SC 1111</p>	<p>The Board, by a majority vote of all members, shall approve the employment, set the compensation and establish the term of employment for each professional staff member employed by the District.</p> <p>No teacher shall be employed who is related to any member of the Board, as defined in statute, unless such teacher 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>3. Guidelines</p> <p>SC 1204.1</p> <p>SC 111 Title 22 Sec. 8.1 et seq 23 Pa. C.S.A. Sec. 6301 et seq</p>	<p>Approval shall normally be given to the candidates for employment recommended by the Superintendent.</p> <p>The District shall use the Standard Application For Teaching Positions, but may establish and implement other application requirements.</p> <p>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.</p> <p><u>Each candidate shall report, on the designated form, arrests and convictions as required by law. Failure to accurately report such arrests and convictions may, depending on the nature of the offense, subject the individual to criminal prosecution.</u></p> <p>Any employee's misstatement of fact material to qualifications for employment or determination of salary shall constitute grounds for dismissal by the Board.</p> <p>Utilization of professional employees prior to approval by the Board may be authorized by the Superintendent when necessary to maintain continuity in the educational program. Employment shall be ratified by the Board at the next regular meeting.</p>

<p>SC 1201 Title 22 Sec. 49.81-49.85, 49.101- 49.105</p> <p>42 U.S.C. Sec. 653a</p> <p>Title 22 Sec. 403.2, 403.4 20 U.S.C. Sec. 6319</p> <p>4. Delegation of Responsibility 20 U.S.C. Sec. 1681 et seq 42 U.S.C. Sec. 2000e et seq Pol. 104</p> <p>SC 1201 Title 22 Sec. 49.81-49.85, 49.101- 49.105</p> <p>Title 22 Sec. 403.4 20 U.S.C. Sec. 6319</p>	<p>At the time of hiring, each new employee must review the Wyomissing Area School District Confidentiality Philosophy and sign that s/he agrees to maintain student confidentiality at all times.</p> <p>No candidate for professional employment shall receive recommendation for such employment without evidence of his/her certification.</p> <p>The District shall submit a New Hire Report for each employee required by law to be reported to the Commonwealth of Pennsylvania.</p> <p><u>Title I Teachers</u></p> <p>All teachers working in a program supported with Title I funds who were hired after January 8, 2002, shall be highly qualified, as defined by federal law and regulations.</p> <p>The Superintendent or designee shall develop written procedures for the recruitment, screening and recommendation of candidates for employment as professionals, in accordance with Board policy and state and federal law and regulations.</p> <p>Maintaining a valid teaching certificate and licenses as applicable to the position for which the person is employed is a condition of employment of each professional staff member employed by the District. It is the responsibility of each professional staff member to notify the Superintendent when his/her certification/license lapses or expires.</p> <p>The principal of a school providing Title I programs to students shall annually attest that professional staff teaching in such programs are highly qualified, in accordance with federal law and regulations. The written certification shall be maintained in the District office and the school office and shall be available to the public, upon request.</p>
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References:

School Code – 111, 508, 1106, 1109, 1109.1, 1109.2, 1111, 1142, 1146-1152, 1201, 1204.1

State Board of Education Regulations – 22 PA Code Sec. 4.4, 8.1 et seq., 49.81-49.85, 49.101-49.105, 403.2, 403.4

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

No Child Left Behind – 20 U.S.C. Sec. 6319

State Directory of New Hires – 42 U.S.C. Sec. 653a

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.

Board Policy – 104

404. EMPLOYMENT OF PROFESSIONAL EMPLOYEES - Pg. 4

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# WYOMISSING AREA SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES  
 TITLE: EMPLOYMENT OF SUBSTITUTE PROFESSIONAL EMPLOYEES  
 ADOPTED: November 25, 1996  
 REVISED: ~~June 22, 2009~~

<p>1. Authority                  Title 22                  Sec. 4.4</p> <p>SC 510, 1101,                  1106, 1148</p> <p>2. Guidelines                  SC 111                  Title 22                  Sec. 8.1 et seq                  23 Pa. C.S.A.                  Sec. 6301 et seq</p> <p>SC 1148</p> <p>SC 1148</p> <p>3. Delegation of                  Responsibility</p>	<p style="text-align: center;">405. EMPLOYMENT OF SUBSTITUTE PROFESSIONAL EMPLOYEES</p> <p>Qualified and competent substitute professional employees shall be employed in accordance with these guidelines.</p> <p>The Board shall approve periodically the names of potential substitute professional employees and the positions in which they may substitute.</p> <p>No candidate shall be added to the list of professional employee substitutes 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.</p> <p><u>Each candidate shall report, on the designated form, arrests and convictions as required by law. Failure to accurately report such arrests and convictions may, depending on the nature of the offense, subject the individual to criminal prosecution.</u></p> <p>Substitutes hired on a per diem basis shall be entitled only to the wages approved by the Board on a per diem basis.</p> <p>Substitutes hired to fill a professional position for a period of ninety-four (94) days or more shall be compensated at a designated rate, prorated, approved by the Board, using the current teacher salary schedule.</p> <p>The Superintendent or designee shall recruit and screen candidates for substitute employment, and shall develop procedures for the assignment of substitutes and develop methods of evaluating substitute teachers.</p>
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References:

School Code – 24 P.S. Sec. 108, 111, 510, 1101, 1106, 1148

State Board of Education Regulations – 22 PA Code Sec. 4.4, 8.1 et seq.

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

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405. EMPLOYMENT OF SUBSTITUTE PROFESSIONAL EMPLOYEES - Pg. 3

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# WYOMISSING AREA SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: EMPLOYMENT OF SUMMER  
SCHOOL STAFF

ADOPTED: November 25, 1996

REVISED: ~~June 25, 2007~~

406. EMPLOYMENT OF SUMMER SCHOOL STAFF	
1. Purpose	The Board directs that summer school program employees will be qualified and competent to fulfill assignments.
2. Authority SC 508, 1109, 1146, 1901	The Board shall approve the employment, fix the compensation and establish the period of employment for each person employed in the summer school program of this District authorized by the Board.
3. Guidelines SC 111 Title 22 Sec. 8.1 et seq 23 Pa. C.S.A. Sec. 6301 et seq	<p>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.</p> <p><u>Each candidate shall report, on the designated form, arrests and convictions as required by law. Failure to accurately report such arrests and convictions may, depending on the nature of the offense, subject the individual to criminal prosecution.</u></p> <p>Any employee's misstatement of fact material to qualifications for employment or determination of salary shall constitute grounds for dismissal by the Board.</p>
4. Delegation of Responsibility	<p>The Superintendent or designee shall develop procedures for the recruitment, screening and recommendation of candidates for summer school employment.</p> <p>Vacancies for summer school employment shall be made known to District personnel so that they may apply for such positions.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 111, 508, 1109, 1146, 1901</p> <p>State Board of Education Regulations – 22 PA Code Sec. 8.1 et seq.</p> <p>Child Protective Services Law – 23 Pa. C.S.A. Sec. 6301 et seq.</p>

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# WYOMISSING AREA SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: STUDENT TEACHERS/  
INTERNS

ADOPTED: November 25, 1996

REVISED: ~~June 25, 2007~~

407. STUDENT TEACHERS/INTERNS	
<p>1. Purpose</p>	<p>The Board encourages cooperation with colleges and universities within the state in the training of student teachers and interns.</p>
<p>2. Authority SC 510  SC 111 Title 22 Sec. 8.1 et seq 23 Pa. C.S.A. Sec. 6301 et seq</p>	<p>The Board establishes that District schools shall select student teachers and interns only from appropriately accredited institutions.</p> <p>Student teachers and interns shall not be accepted into District schools until they have complied with the mandatory background check requirements for criminal history and child abuse and the District has evaluated the results of those screening processes.</p> <p><u>Student teachers and interns shall report, on the designated form, arrests and convictions as required by law. Failure to accurately report such arrests and convictions may, depending on the nature of the offense, subject the individual to criminal prosecution.</u></p>
<p>3. Delegation of Responsibility</p>	<p>The Superintendent or designee shall be responsible to assign student teachers and interns to the schools.</p> <p>Recommendations for selection of cooperating teachers shall be made by the building principal with the agreement of the college or university supervisor.</p> <p>The Superintendent or designee shall review distribution of student teachers throughout the District so that no single group of students or teachers will be subject to excessive student teacher classroom hours. No teacher shall have more than one (1) student teacher per academic year.</p>
<p>4. Guidelines  SC 1418 Title 28 Sec. 23.43 Pol. 414</p>	<p><u>Student Teachers</u></p> <p>Student teachers and interns shall comply with the health examination requirements of the state and Board policy applicable to professional personnel at the student's expense.</p> <p>While serving in District schools, student teachers shall be held responsible for their</p>

<p>Pol. 907</p>	<p>conduct by the supervising teacher and building principal.</p> <p><u>Cooperating Teachers</u></p> <p>The following qualifications apply to those willing to serve as cooperating teachers:</p> <ol style="list-style-type: none"><li>1. At least a Bachelor's degree, preferably a Master's degree.</li><li>2. A minimum of three (3) years of successful teaching experience with the District.</li><li>3. Approval of the college supervisory staff.</li><li>4. Recommendation of building administration.</li></ol> <p><u>Observers</u></p> <p>Student teachers, interns and faculty of other educational institutions shall be offered the opportunity to visit District schools and observe classes. Such observers must be treated as any other visitor and shall be under the supervision of the principal.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 111, 510, 1418</p> <p>State Board of Education Regulations – 22 PA Code Sec. 8.1 et seq.</p> <p>State Department of Health Regulations – 28 PA Code Sec. 23.43</p> <p>Child Protective Services Law – 23 Pa. C.S.A. Sec. 6301 et seq.</p> <p>Board Policy – 414, 907</p>
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# WYOMISSING AREA SCHOOL DISTRICT

SECTION: CLASSIFIED EMPLOYEES

TITLE: EMPLOYMENT OF CLASSIFIED  
EMPLOYEES

ADOPTED: November 25, 1996

REVISED: ~~August 24, 2009~~

504. EMPLOYMENT OF CLASSIFIED EMPLOYEES	
1. Purpose	The Board recognizes the contributions of qualified and competent classified employees to the effective operation of the programs of the District.
2. Authority SC 406, 508 Pol. 528	The Board, by a majority vote of all members, shall approve the employment, set the compensation, and establish the term of employment for each classified staff member employed by the District.
3. Guidelines	<p>Approval shall normally be given to the candidates for employment recommended by the Superintendent.</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>An employee's misstatement of fact material to qualifications for employment or determination of salary shall constitute grounds for dismissal by the Board.</p> <p>Utilization of classified employees prior to approval by the Board may be authorized by the Superintendent when necessary to maintain continuity of the educational programs and services in the District. Employment shall be ratified by the Board at the next regular meeting.</p>
42 U.S.C. Sec. 653a	The District shall submit a New Hire Report for each employee required by law to be reported to the Commonwealth of Pennsylvania.
SC 111 Title 22 Sec. 8.1 et seq 23 Pa. C.S.A. Sec. 6301 et seq	<p>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.</p> <p><u>Each candidate shall report, on the designated form, arrests and convictions as required by law. Failure to accurately report such arrests and convictions, may, depending on the nature of the offense, subject the individual to criminal prosecution.</u></p>

<p>Title 22 Sec. 403.2, 403.5 20 U.S.C. Sec. 6319</p> <p>4. Delegation of Responsibility Pol. 104</p> <p>42 U.S.C. Sec. 12112</p> <p>Title 22 Sec. 403.5 20 U.S.C. Sec. 6319, 7801</p> <p>Pol. 517</p>	<p>At the time of hiring, each new employee must review the Wyomissing Area School District Confidentiality Philosophy and sign that s/he agrees to maintain student confidentiality at all times at the time of hiring.</p> <p><u>Title I Paraprofessionals</u></p> <p>All paraprofessionals providing instructional support in a program supported by Title I funds shall have a secondary school diploma or a recognized equivalent and one (1) of the following:</p> <ol style="list-style-type: none"> <li>1. Completed at least two (2) years of study at an institution of higher learning.</li> <li>2. Obtained an Associate's or higher degree.</li> <li>3. Met a rigorous standard of quality through a state or local assessment.</li> </ol> <p>Title I paraprofessionals who solely coordinate parental involvement activities or act as translators are exempt from the above qualifications.</p> <p>The Superintendent or designee shall develop procedures for the recruitment, screening and recommendation of candidates for classified employment in accordance with Board policy and state and federal law and regulations.</p> <p>The administration may administer screening procedures to determine a candidate's ability to perform the tasks of the job for which the candidate is being considered.</p> <p>The Superintendent or designee shall seek recommendations from former employers and others to assess the candidate's qualifications. Recommendations and references shall be retained confidentially and for official use only.</p> <p>The principal of a school providing Title I programs to students shall annually attest that paraprofessionals providing instructional support in such programs meet the qualifications required by federal law and regulations. The written certification shall be maintained in the District office and the school office and shall be available to the public, upon request.</p> <p>Employees whose work requires operation of a motor vehicle shall submit and maintain a valid driver's license and a driving record acceptable to the School District's insurer. Employees shall be asked to submit a copy of their driving record from time to time and shall notify the Director of Business Affairs when their license is lost or revoked. Violations of this requirement are subject to disciplinary action.</p>
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<p>Title 22 Sec. 14.105 Pol. 113</p>	<p><u>Special Education Paraprofessionals</u></p> <p>All instructional paraprofessionals hired on or after July 1, 2010, who work under the direction of a certificated staff member to support and assist in providing instructional programs and services to students with disabilities or eligible students shall have a secondary school diploma and one (1) of the following:</p> <ol style="list-style-type: none"> <li>1. Completed at least two (2) years of postsecondary study.</li> <li>2. Obtained an Associate's or higher degree.</li> <li>3. Met a rigorous standard of quality through a state or local assessment.</li> </ol>
<p>Title 22 Sec. 14.105</p>	<p>Instructional paraprofessionals shall provide evidence of twenty (20) hours of staff development activities related to their assignment each school year.</p>
<p>Title 22 Sec. 14.105</p>	<p><u>Personal Care Assistants</u></p> <p>A personal care assistant provides one-to-one support and assistance to a student, including support and assistance in the use of medical equipment.</p> <p>Personal care assistants shall provide evidence of twenty (20) hours of staff development activities related to their assignment each school year. The twenty (20) hours of training may include training required by the school-based access program.</p>
<p>Title 22 Sec. 14.105</p>	<p><u>Educational Interpreters</u></p> <p>An educational interpreter is an individual who provides students who are deaf or hard of hearing with interpreting or transliterating services in an educational setting. To serve as an educational interpreter, an individual shall meet the qualifications set forth in law and regulations.</p>

References:

School Code – 24 P.S. Sec. 111, 406, 108, 508

State Board of Education Regulations – 22 PA Code Sec. 8.1 et seq., 14.105, 403.2, 403.5,

Criminal History Record Information Act – 18 Pa. C.S.A. Sec. 9125

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

No Child Left Behind – 20 U.S.C. Sec. 6319, 7801

State Directory of New Hires – 42 U.S.C. Sec. 653a

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

Board Policy – 104, 113, 517, 528

# WYOMISSING AREA SCHOOL DISTRICT

SECTION: CLASSIFIED EMPLOYEES

TITLE: EMPLOYMENT OF  
SUBSTITUTE AND  
SHORT-TERM EMPLOYEES

ADOPTED: November 25, 1996

REVISED: ~~June 22, 2009~~

<p>1. Authority</p> <p>SC 406</p> <p>SC 406 Pol. 528</p> <p>SC 111 Title 22 Sec. 8.1 et seq 23 Pa. C.S.A. Sec. 6301 et seq</p>	<p>505. EMPLOYMENT OF SUBSTITUTE AND SHORT-TERM EMPLOYEES</p> <p>Qualified and competent substitute and short-term employees will be employed in accordance with these guidelines.</p> <p>The Board shall approve periodically the names of potential substitute classified personnel and the positions in which they may substitute.</p> <p>Substitutes shall be compensated at a rate set annually by the Board for the various categories of regular employees.</p> <p>The Board shall approve the employment, fix the compensation and establish the period of employment for each short-term classified employee.</p> <p>Such approval shall normally be given to those candidates for employment recommended by the Superintendent.</p> <p>All applications for employment shall be referred to the Superintendent or designee.</p> <p>Any employee's misstatement of fact material to the qualifications for employment or the determination of salary shall be considered by this Board to constitute grounds for dismissal.</p> <p>No candidate shall be employed until such candidate has complied with the mandatory background check requirements for criminal history and child abuse history and the District has evaluated the results of that screening process.</p> <p><u>Each candidate shall report, on the designated form, arrests and convictions as required by law. Failure to accurately report such arrests and convictions, may, depending on the nature of the offense, subject the individual to criminal prosecution.</u></p>
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References:

School Code – 24 P.S. Sec. 108, 111, 406

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

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

Board Policy – 000, 504, 528

# WYOMISSING AREA SCHOOL DISTRICT

SECTION: CLASSIFIED EMPLOYEES  
TITLE: EMPLOYMENT OF  
SUBSTITUTE AND  
SHORT-TERM EMPLOYEES

ADOPTED: November 25, 1996

REVISED: ~~June 22, 2009~~

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SECTION: PROPERTY

TITLE: FACILITIES PLANNING

ADOPTED: November 25, 1996

REVISED: ~~August 25, 2008~~

# WYOMISSING AREA SCHOOL DISTRICT

701. FACILITIES PLANNING	
<p>1. Authority Title 22 Sec. 4.13 Pol. 100</p> <p>SC 1351</p>	<p>The Board shall develop and maintain a Strategic Plan, as required by State Board of Education regulations. Involvement of the Board, staff, community, businesses and parents/guardians is an important part of this process. Facilities planning is an important component of strategic planning.</p>
<p>2. Delegation of Responsibility</p>	<p>The Board shall periodically conduct a census of all children from birth to eighteen (18) years living in the District.</p> <p>In order to inform the Board of the District's future needs, the Superintendent or designee shall:</p> <ol style="list-style-type: none"> <li>1. Prepare a written description of existing physical facilities.</li> <li>2. Report to the Board on enrollment by grades quarterly during the school year.</li> <li>3. Estimate each spring the number of students who will be enrolled in the District's schools at the beginning of the school year.</li> </ol>
<p>3. Guidelines SC 1351</p> <p>SC 701</p> <p>Pol. 103</p>	<p>Information gathered in the census shall include, for each child, the name and address of the parents/guardians; name and location of the school in which the child could be <del>assigned or is enrolled or belongs</del>; name and address of any employer of a child under eighteen (18); child's name, date of birth, age, sex, nationality, address; and other information the Board may <del>require to operate the District efficiently and equitably</del> <u>legally request to assist in the efficient and equitable operation of the District.</u></p> <p>When planning to enlarge or modify its facilities, the Board shall consider not only the number of students whose educational needs must be met, but also the physical requirements of the programs which are required by law and/or it deems best suited to meet the needs of its students.</p> <p>Each school building shall provide suitable accommodations to carry out the educational program, including provision for the handicapped/disabled, pursuant to law and regulations.</p>



At its discretion, the Board may engage the services of architectural consultants to assist them in making prudent decisions on future facilities use.

References:

School Code – 24 P.S. Sec. 501, 502, 503, 504, 701, 701.1, 702, 703, 704, 706, 731, 733, 736-741, 1351

State Board of Education Regulations – 22 PA Code Sec. 4.13, 21.1 et seq., 349.1 et seq.

Department of Environmental Protection Regulations – 25 PA Code Sec. 171.1 et seq.

Board Policy – 100, 103

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# WYOMISSING AREA SCHOOL DISTRICT

SECTION: PROPERTY

TITLE: SAFETY

ADOPTED: November 25, 1996

REVISED: ~~November 22, 2010~~

705. SAFETY	
1. Purpose	The Board directs that the facilities of this District shall be maintained and operated in a safe condition.
2. Authority SC 510	The Board directs that there shall be developed, published and posted rules for safety and the prevention of accidents. These rules shall provide for instruction of students and staff in safety and accident prevention, provide protective devices where they are required for the safety of students and employees, and provide suitable and safe equipment where such equipment is necessary for the conduct of the educational program and the operation of the schools.
3. Delegation of Responsibility	<p>The Superintendent or designee shall prepare and ensure the communication of rules governing school safety and the prevention of accidents and fire which shall include, as a minimum, the requirements of law and the applicable regulations.</p> <p><u>The Superintendent or designee shall:</u></p> <ol style="list-style-type: none"><li><u>1. Ensure curriculum to instruct student in safety and fire prevention.</u></li><li><u>2. Provide required drills and instruct student in safety procedures.</u></li><li><u>3. Review and evaluate annually District safety rules and plans.</u></li></ol> <p><u>Administrators shall inform all staff and students of safety rules at the beginning of the school year.</u></p>
4. Guidelines	<p><u>Certified Workplace Safety Committee</u></p> <p><u>A workplace safety committee shall be established to promote the District's goals concerning safe schools.</u></p> <p><u>The workplace safety committee shall be composed of a minimum of four (4) members, including two (2) District administrators and two (2) employee representatives.</u></p> <p><u>If the number of members on the workplace safety committee exceeds four (4), the committee shall be composed of an equal number of administrators and employees</u></p>

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unless otherwise agreed upon by both groups. The district administrators shall not constitute a majority of the workplace safety committee.

It shall be the responsibility of the workplace safety committee to:

1. Evaluate the current safety program
2. Establish procedures for conducting and documenting the findings of periodic inspections to locate and identify safety and health hazards.
3. Make recommendations to correct hazards.
4. Review, in a timely manner, incident and accident report and investigation forms.
5. Conduct follow-up evaluations on the effectiveness of new health and safety equipment or safety procedures.

A quorum of the workplace safety committee members shall meet at least once a month.

The workplace safety committee shall develop and maintain operating procedures, membership lists, committee meeting agendas, attendance lists and minutes or each meeting.

All decisions of the committee shall be made by majority vote of members present.

The Superintendent or designee shall ensure that a qualified trainer provides all committee members with adequate, annual training in safety committee structure and operation, hazard detection and inspection, and accident and illness prevention and investigation.

The Superintendent or designee shall maintain written records of workplace safety committee meetings.

References:

School Code – 24 P.S. Sec. 510, 1518

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