



SECTION: 434

TITLE: PATRONAGE - Employment of Non-Certified Staff

NESHAMINY SCHOOL DISTRICT

1	PURPOSE	The objectives of this policy are to advance Neshaminy School District's	1
2		commitment to hiring the best qualified persons available for School District	2
3		employment positions and to ensure that personnel management decisions	3
4		result from a meritocratic system for appointment, promotion, and	4
5		performance evaluation.	5
6			6
7		Fulfilling this commitment requires that the School District maintain an	7
8		atmosphere free of patronage, favoritism, partiality, bias, prejudice, or	8
9		partisanship. Appointments based on these considerations can arouse	9
10		public distrust and are obstacles to teamwork, effectiveness, and quality	10
11		performance.	11
12			12
13	AUTHORITY	The Board shall approve the employment and determine the compensation	13
14	SC 508	for all employees.	14
15	1106,1142,1146		15
16		The Neshaminy School District is an Equal Opportunity Employer and will	16
17	42 U.S.C.	give each applicant equal consideration without regard to race, creed, religion,	17
18	SEC. 653a	color, national origin, age, sex, marital status, disability, political affiliation,	18
19		or place of residence.	19
20			20
21			21
22	POLICY	No persons will be appointed to a position of employment by the Board of	22
23		School directors without the recommendation of the District Superintendent	23
24		who will ensure that the hiring process focuses personnel decisions on the	24
25		candidate's individual merit. The District Superintendent will further ensure	25
26		that persons nominated to the Board for employment meet all the	26
27	School Code: 111,1101,	qualifications established by law for the type of position for which the	27
28	1106,1109,1111,1121,	nomination is made and that the candidate's qualifications are the sole basis	28
29	1142,1146,1341,3706	for the recommendation of employment.	29
30	Federal Regulations		30
31	P.L. 88-352(Title VI)		31
32	P.L. 92-318(Title IX)		32
33			33
34	RSM/ms		34
35	APPROVED: 11/26/02		35
36			36