

**PALESTINE INDEPENDENT SCHOOL DISTRICT  
1007 E. Park Avenue  
PALESTINE, TEXAS 75801**

**OFFICIAL COMMUNICATION**

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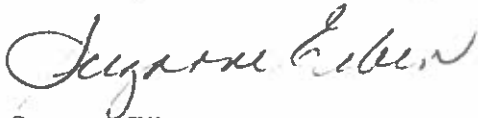
**Date:** June 17, 2019  
**To:** Board of Trustees  
**From:** Suzanne Eiben  
**Subject:** Policy DC(Local)

The attached revised policy gives the Superintendent the authority to approve contracts during the summer months. This is needed so that PISD is able to offer contracts at crucial times, specifically when an applicant is waiting on the approval of employment before resigning from the current employer.

It is recommended that you approve the revised Policy DC(Local) on Employment Practices.

Thank you for your consideration.

Sincerely,



Suzanne Eiben  
Assistant Superintendent

## PROPOSED REVISIONS

<b>Personnel Duties</b>	The Superintendent shall define the qualifications, duties, and responsibilities of all positions and shall ensure that job descriptions are current and accessible to employees and supervisors.
<b>Posting Vacancies</b>	The Superintendent or designee shall establish guidelines for advertising employment opportunities and posting notices of vacancies. These guidelines shall advance the Board's commitment to equal opportunity employment and to recruiting well-qualified candidates. Current District employees may apply for any vacancy for which they have appropriate qualifications.
<b>Applications</b>	<p>All applicants shall complete the application form supplied by the District. Information on applications shall be confirmed before a contract is offered for a contractual position and before hiring or as soon as possible thereafter for a noncontractual position.</p> <p>[For information related to the evaluation of criminal history records, see DBAA.]</p>
<b>Employment of Contractual Personnel</b>	<p>The Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel.</p> <p>The Board retains final authority for employment of contractual personnel: <u>however, from June 1 to August 31, the Board delegates to the Superintendent the authority to employ classroom teachers. The Superintendent shall inform the Board of any persons hired under this authority.</u></p> <p>[See DCA, DCB, DCC, and DCE as appropriate]</p>
<b>Employment of Noncontractual Personnel</b>	<p>The Board delegates to the Superintendent final authority to employ and dismiss noncontractual employees on an at-will basis.</p> <p>[See DCD]</p>
<b>Employment Assistance Prohibited</b>	No District employee shall assist another employee of the District or of any school district in obtaining a new job if the employee knows, or has probable cause to believe, that the other employee engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative or personnel file does not violate this prohibition. [See CJ for prohibitions relating to contractors and agents and DH(EXHIBIT) for the Educators' Code of Ethics.]