



Section PROGRAMS

Title AFFIRMATIVE ACTION PROGRAM FOR  
EMPLOYMENT/CONTRACT PRACTICE  
  
LACKAWANNA TRAIL SCHOOL DISTRICT

Adopted

Revised

# Lackawanna Trail School District

<p>Purpose</p> <p>Authority</p> <p>3. Responsibility</p>	<p>104. AFFIRMATIVE ACTION PROGRAM FOR EMPLOYMENT/CONTRACT PRACTICES</p> <p>The Board of School Directors declares it to be the policy of this district to guarantee to all persons equal access to all categories of employment in this district, regardless of race, color, age, creed, religion, sex, ancestry, national origin, or handicap.</p> <p>In order to achieve the aforesaid goal, the Board directs the Superintendent to assume the responsibility of coordinating all implementing activities as Affirmative Action Officer.</p> <p>It shall be the duty of the Superintendent or the Affirmative Action Officer to:</p> <p>Job Analysis - Study periodically all existing job descriptions, required job qualifications, characteristics of employees filling said positions, and salary guides for any discrimination, inadvertent or otherwise, that might exist.</p> <p>The Affirmative Action Officer may be assisted in these duties by a committee composed of people chosen by the Affirmative Action Officer.</p> <p>The Affirmative Action Officer shall report to the Board on progress made in the affirmative action program for employment/contract practices as she sees fit.</p> <p>School Code</p> <p>page 1 of 2</p>	<p>SC 3701 et seq</p> <p>SC 3701 et Seq</p>
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provide all pupils continuous access to sufficient programs and services of a library/media facility, classroom collection, or both, to support the educational program

provide all pupils guidance and counseling to assist in career and academic planning

**provide** a continuum of educational programs and services for all handicapped children, pursuant to **law and regulation**

provide all pupils equal educational opportunity, pursuant to law and regulation

SC 1518

4. Delegation of Responsibility

As educational leader of the district, the **Superintendent shall** be responsible to the Board for the development of curriculum, and shall establish **procedures for** curriculum development, which ensure effective participation of teaching staff members, members of the Board and the utilization of all available resources, as **appropriate**.

**The Board** directs the Superintendent to pursue actively State and federal aid in support of curriculum development.

School Code

SC 1512  
1513

Pa. Code (Title 22)

SC 5.2, 5.4  
5.5, 5.15