

**EL DORADO UNION HIGH SCHOOL DISTRICT  
BOARD POLICY**

**Certificated Personnel**

**CERTIFICATION  
BP 4112.2**

*Note: Under the authority granted by Education Code 44252, the Commission on Teacher Credentialing (CTC) establishes standards and procedures for the issuance and renewal of multiple subject, single subject, and education specialist credentials and reviews and approves credential applications in accordance with Education Code 44200-44399. Unless otherwise specified, an internship credential is valid for 2 years, a preliminary credential for 5 years, and a clear credential for 5 years.*

*SB 1104 amended Education Code 44260 and 44260.1 to revise the minimum requirements for both the preliminary and clear designated subjects career technical education credentials and to specify that, notwithstanding these requirements, the holder of such a preliminary or clear credential must satisfy, for each course he/she is assigned to teach, any district-established requirements pertaining to years of recent experience in the subject or years of teaching experience, as applicable.*

The Governing Board recognizes that the district's ability to provide a high quality educational program is dependent upon the employment of certificated staff who are adequately prepared and have demonstrated proficiency in basic skills and in the subject matter to be taught. The Superintendent or designee shall ensure that persons employed in positions requiring certification qualifications have the appropriate credential or permit from the Commission on Teacher Credentialing (CTC) authorizing their employment in such positions.

*(cf. 4111/4211/4311 - Recruitment and Selection)*  
*(cf. 4112.5/4312.5 - Criminal Record Check)*  
*(cf. 4112.21 - Interns)*  
*(cf. 4112.22 - Staff Teaching Students of Limited English Proficiency)*  
*(cf. 4112.23 - Special Education Staff)*  
*(cf. 4113 - Assignment)*  
*(cf. 4121 - Temporary/Substitute Personnel)*  
*(cf. 5148 - Child Care and Development)*  
*(cf. 6178 - Career Technical Education)*  
*(cf. 6178.2 - Regional Occupational Center/Program)*  
*(cf. 6200 - Adult Education)*

All teachers of core academic subjects shall meet the requirements of the *No Child Left Behind Act*. (20 USC 6319, 7801; 5 CCR 6100-6125)

*(cf. 4112.24 - Teacher Qualifications Under the No Child Left Behind Act)*

*Note: Pursuant to 5 CCR 80021-80021.1, districts may employ persons with a (1) short-term staff permit (STSP) when needed to immediately staff classrooms based on unforeseen circumstances, or (2) a provisional internship permit (PIP) when the district has conducted a diligent search but has been unable to recruit a credentialed teacher. These permits replaced the emergency permits in the areas of multiple, single subject, and educational specialist. Education Code 44300.1 also authorizes districts, when it has conducted a diligent search but has been unable to recruit a credentialed teacher, to request issuance of a visiting faculty permit to a person who possesses specified qualifications. In addition, pursuant to Education Code 44225.7, districts may request a credential waiver from the CTC or may request an emergency permit for what are commonly called “long-term substitute permits” in areas such as resource specialist, Crosscultural, Language and Academic Development (CLAD) or Bilingual, Crosscultural Language and Academic Development (BCLAD), or library media services. Each of these options requires the district to provide orientation, training, and/or guidance.*

When a credentialed teacher or intern is not available, the district may request that the CTC issue a short-term permit, provisional internship permit (PIP), visiting faculty permit, emergency permit, or credential waiver under the conditions and limitations provided in state and federal law.

When requesting a PIP, the Board shall approve, as an action item at a public Board meeting, a notice of intent to employ the applicant in the identified position. (5 CCR 80021.1)

Before requesting a visiting faculty permit or emergency permit, the Board shall annually approve a Declaration of Need for Fully Qualified Educators as an action items at a regularly scheduled public Board meeting. (Education Code 44300.1; 5 CCR 80026)

The Superintendent or designee shall provide support and guidance to noncredentialed teachers in accordance with law to ensure the quality of the instructional program. He/she also may provide assistance and support to staff holding preliminary credentials to help them meet the qualifications required for the professional clear credential.

(cf. 4131 - Staff Development)  
 (cf. 4131.1 - Beginning Teacher Support/Induction)  
 (cf. 4138 - Mentor Teachers)

**NATIONAL BOARD FOR PROFESSIONAL TEACHING STANDARDS  
 CERTIFICATION**

*Note: The National Board for Professional Teaching Standards (NBPTS) provides advanced certification to teachers who voluntarily fulfill a rigorous certification process. Pursuant to Education Code 44395-44399, contingent upon state funding, one-time incentive awards may be available to NBPTS-certified teachers who agree to teach at a high-priority school (i.e., a school ranked in the bottom half of the Academic Performance Index) for at least 4 years and who teach for at least 50 percent of a full-time position. Education Code 44395 encourages districts to inform all teachers about the program. It also encourages, but does not require, districts to provide release time and support to teachers to complete the NBPTS certification process, which may be subject to negotiations with employee organizations.*

**Legal Reference:**

*EDUCATION CODE*

- 8360-8370 *Qualifications of child care personnel*
- 32340-32341 *Unlawful issuance of a credential*
- 35186 *Complaints regarding teacher vacancy or misassignment*
- 41520-41522 *Teacher Credentialing Block Grant*
- 42647 *Drawing of warrants*
- 44066 *Limitations on certification requirements*
- 44200-44399 *Teacher credentialing, especially:*
  - 44250-44277 *Credential types; minimum requirements*
  - 44279.1-44279.7 *Beginning Teacher Support and Assessment (BTSA)*
  - 44300-44302 *Emergency permits and visiting faculty permits*
  - 44320.2 *Teachers performance assessment*
  - 44325-44329.5 *District interns*
  - 44330-44355 *Certificates and credentials*
  - 44380-44387 *Alternative certification program*
  - 44395-44399 *National Board for Professional Teaching Standards*
  - 44420-44440 *Revocation and suspension of credentials*
  - 44450-44468 *University internship program*
  - 44560-44562 *Certificated Staff Mentoring Program*
  - 44735 *Teaching as a Priority Block Grant*
  - 44830-44929 *Employment of certificated persons; requirement of proficiency in basic skills*
- 56060-56063 *Substitute teachers in special education*

*CODE OF REGULATIONS, TITLE 5*

- 6100-6125 *Teacher qualifications, No Child Left Behind Act*
- 80001-80674.6 *Commission on Teacher Credentialing*

*U.S. CODE, TITLE 20*

- 6311 *Parental notifications*
- 6312 *Title I local educational agency plan*
- 6319 *Highly qualified teachers*
- 7801 *Definitions, highly qualified teacher*

*CODE OF FEDERAL REGULATIONS, TITLE 34*

- 200.55-200.57 *Highly qualified teachers*
- 200.61 *Parent notification regarding teacher qualifications*

*COURT DECISIONS*

- Association of Mexican-American Educators, et al. v. State of California and the Commission on Teacher Credentialing, (1993) 836 F.Supp. 1534*

**Management Resources:**

*CTC CODED CORRESPONDENCE*

- 08-11 *Approval of Amendments to Title 5 Regulations Pertaining to Multiple Subject, Single Subject, or Education Specialist Short-Term Staff Permit, July 18, 2008*
- 08-09 *New Online Credential View and Print Process, July 3, 2008*
- 07-23 *Visiting Faculty Permit, December 14, 2007*
- 07-19 *Designated Subjects Career Technical Education Teaching Credential, December 14, 2007*

*CTC PUBLICATIONS*

- Teacher Supply in California: A Report to the Legislature, April 2008*

*Standards of Quality and Effectiveness for Professional Teacher Induction Programs,*  
*June 2008*

*The Administrator's Assignment Manual, rev. September 2007*

*Standards of Quality and Effectiveness for Professional Teacher Preparation Programs,*  
*rev. March 2007*

*California Standards for the Teaching Profession, July 1997*

US DEPARTMENT OF EDUCATION GUIDANCE

*Improving Teacher Quality State Grants, rev. October 5, 2006*

WEB SITES

CSBA: <http://www.csba.org>

CDE: <http://www.cde.ca.gov>

CTC, Examinations: <http://www.ctcexams.nesinc.com>

CTC: <http://www.ctc.ca.gov>

CTC, Commission's Information Guide (for employer's use only):

<http://www.ctc.ca.gov/credentials/cig>

National Board for Professional Teaching Standards: <http://www.nbpts.org>

USDOE: <http://www.ed.gov>