

### **CERTIFICATED PERSONNEL**

Certificated employees are those who require certification by the State of California.

The Board of Education recognizes that teachers and other certificated personnel work closely with students in carrying out the district's educational goals. The Superintendent or designee shall ensure that the duties, responsibilities, and district's expectations for certificated positions are clearly defined and made known to each member of the certificated staff upon employment.

Each certificated staff member shall be held accountable for duties assigned to him/her and shall undergo regular performance evaluations in accordance with law and negotiated agreements.

The Board strongly encourages certificated staff to continually improve their skills and pursue excellence within their profession.

Policies, rules, and regulations related to certificated personnel shall be available to all concerned and shall be administered in a fair and equitable manner.

Adopted: May 9, 2007

(Replaces: BP 4111 Job Description Requirements)  
(Adopted: September 1976)

(Replaces: BP 4116 Responsibilities and Duties of Certificated Employees)  
(Adopted: August 1967)