Subject: Certification
Effective Date: August 15, 2013
Approved By: Board of Directors
Policy: 8006.1

The Empire Springs Charter School Board of Directors recognizes the importance of having a highly qualified teaching, counseling, and administrative staff with appropriate and current credentials. Empire Springs Charter School makes on-going efforts to maintain a qualified staff of education professionals.

Responsibility for Renewal

All certificated personnel are personally responsible for renewing their credentials and for keeping them valid.

No Pay for Invalid Credential

A teacher whose credential is not valid cannot be paid for the time service is rendered under such conditions.

Responsibility for Registration

Each credential actively used by the teacher will be registered with the office of the County Superintendent of Schools through Empire Springs Charter School's Human Resources process. Ensuring that this is done, and credentials are kept current, is the teacher's responsibility.

Certification and Registration Required

No warrant will be drawn in favor of any person requiring certification until he/she is properly credentialed and registered with the county. (E.C. 45034)

Emergency and Provisional Credentials

Teachers may teach on emergency or provisional credentials, although efforts will

be made to have appropriately credentialed teachers in all positions.

Proficiency in Reading, Writing and Mathematics

The Board will not initially employ any certificated person on a permanent, temporary, or substitute basis unless that person has demonstrated basic skills proficiency, generally proven through CBEST passage results. Exemptions from this requirement shall be governed by provisions of E.C. Section 44830(c)-(k).

School Interns

The Board shall recommend that school interns be awarded clear credentials by the Commission on Teacher Credentialing once they have successfully completed their internship pursuant to Education Code Section 44325(b). This recommendation shall be withheld only if the Board is able to present substantial evidence that the person is not qualified to teach. (E.C. 44328)