

1                                    **EMPLOYMENT OF INSTRUCTIONAL STAFF**

2    The Board recognizes that it is vital to its successful operation that positions created  
3    by the Board be filled with highly qualified and competent personnel. Upon  
4    recommendation of the Superintendent, the Board shall approve the employment of  
5    personnel.

6    Any instructional staff member's misstatement of fact material to qualification for  
7    employment or the determination of salary shall be considered to constitute grounds  
8    for dismissal.

9    For purposes of this policy, instructional staff may include but is not limited to:

- 10            A.     classroom teachers
- 11            B.     media specialists
- 12            C.     guidance counselors
- 13            D.     social workers
- 14            E.     nurses
- 15            F.     school psychologists
- 16            G.     other instructional staff (such as specialists and resource teachers)
- 17            H.     additional Board defined positions

18    Any person employed in an instructional position requiring certification shall  
19    possess a valid certificate issued pursuant to Florida law and shall file the certificate  
20    with the Board.

21    The Board shall require a candidate for employment with a District issued certificate  
22    to complete all Board requirements for initial employment and certification.

1 All instructional staff members shall become familiar with the policies of the Board  
2 and other such policies, regulations, memoranda, bulletins, and handbooks that  
3 pertain to their duties. Any instructor employed by the Board who shall be guilty of  
4 any willful violation of the policies of the Board shall be guilty of gross  
5 insubordination and shall be subject to dismissal or such other lesser penalty as  
6 recommended by the Superintendent and approved by the Board when required.  
7 The employment of instructional staff members prior to approval by the Board is  
8 authorized when the employment is required to maintain continuity in District  
9 operations. Employment shall be recommended to the Board at a subsequent Board  
10 meeting, retroactive to the date of hire.

### 11 **Instructional Personnel**

12 To be eligible for appointment in any position a person shall be of good moral  
13 character; shall have attained the age of eighteen (18) years, if he is to be employed  
14 in any instructional capacity; and shall, when required by law, hold a certificate or  
15 license issued under rules of the State Board of Education or the Department of  
16 Children and Family Services, except when employed pursuant to the Florida  
17 Statutes. Previous residence in this State shall not be required in any school of the  
18 State as a prerequisite for any person holding a valid Florida certificate or license to  
19 serve in an instructional capacity. Instructional personnel who are hired or  
20 contracted to fill positions requiring direct contact with students shall, upon  
21 employment or engagement to provide services, undergo background screening as  
22 required under the Florida statutes.

### 23 **Certification**

#### 24 A. **State Certification**

25  
26 Teachers shall be certified as defined in Florida Statutes and the  
27 Florida State Board of Education Administrative Rules.

#### 28 B. **District Certification**

29  
30 It is the intent of the Board that nondegreed career and technical  
31 instructional personnel possess the credentials, knowledge, and/or  
32 expertise necessary to provide quality education in the District. The  
33 requirements for District certification are determined by the  
34 Community, Career, and Technical Education Department.

35  
36 The Superintendent may revoke a District certificate for cause. The  
37 application fee for the District certificate shall be the same as a  
38 State issued certificate.

**1    Alternative Certification**

2    The alternative certification program is a competency-based program designed to  
3    expand the pool of educators to include non-education majors committed to making  
4    a positive impact on student achievement. The procedures for this program may be  
5    found in the Board's Alternative Certification Program.

**6    Licensed Personnel**

7    Speech pathologists, ~~mental health technicians~~, registered nurses, social workers,  
8    ~~physical therapists, occupational therapists, licensed practical nurses~~, and  
9    audiologists will receive contracts, salary, and benefits. To be eligible for  
10    employment these individuals must hold a license to practice in the State of Florida.

**11    Additional Requirements for Core Area Teachers**

12    All core area teachers employed by the District shall be "highly qualified". Core area  
13    teachers are defined in State and Federal law to include math, science, social  
14    science, language arts, reading, fine arts (art and music), elementary education, and  
15    foreign languages. This also includes exceptional student education teachers who  
16    teach core area subjects.

17    Specific requirements to attain "highly qualified" status are established by the  
18    Florida Department of Education.

19    The Board must have a plan and show annual progress towards meeting these  
20    teacher qualification requirements.

21    F.S. 1012.01, 1012.24, 1012.32, 1012.55, 1012.56  
22    F.A.C. 6A-1.0502, 6A-1.0503  
23    20 U.S.C. 6301