

Professional Personnel

Teacher Qualifications ¹

A teacher, as the term is used in this policy, refers to a District employee who is required to be certified under State law. ² The following qualifications apply:

1. Each teacher must: ³
 - a. Have a valid Illinois certificate that legally qualifies the teacher for the duties for which the teacher is employed.
 - b. Provide the District Office with a complete transcript of credits earned in institutions of higher education and, annually by July 1, provide the District Office with a transcript of any credits earned since the date the last transcript was filed.
 - c. Notify the Superintendent of any change in the teacher's transcript.
2. All teachers with primary responsibility for instructing students in the core academic subject areas (science, the arts, reading or language arts, English, history, civics and government, economics, geography, foreign language, and mathematics) must be *highly qualified* for those assignments as determined by State and federal law. ⁴

The Superintendent or designee shall:

1. Monitor compliance with State and federal law requirements that teachers be appropriately certified and *highly qualified* for their assignments; ⁵
2. Through incentives for voluntary transfers, professional development, recruiting programs, or other effective strategies, ensure that minority students and students from low-income families are not taught at higher rates than other students by unqualified, out-of-field, or inexperienced teachers; and ⁶
3. Ensure parents/guardians of students in schools receiving Title I funds are notified: (a) of their right to request their students' classroom teachers' professional qualifications, and (b) whenever their child is assigned to, or has been taught for 4 or more consecutive weeks by, a teacher who is not *highly qualified*. ⁷

¹ State or federal law controls this policy's content. This policy contains an item on which collective bargaining may be required. Any policy that impacts upon wages, hours, and terms and conditions of employment, is subject to collective bargaining upon request by the employee representative, even if the policy involves an inherent managerial right. This policy concerns an area in which the law is unsettled.

² 105 ILCS 5/21-0.01 *et seq.*; 23 Ill.Admin.Code §1.610 *et seq.* and Part 25. School boards may participate in the Illinois Teacher Corps, 105 ILCS 5/21-11.4.

³ Subparagraph 1a is required for all teachers by 105 ILCS 5/21-1. Certification qualifications are in 105 ILCS 5/21-1 and 23 Ill.Admin.Code §1.610 *et seq.*, and Part 25. The types of certificates are listed in 105 ILCS 5/21-2. Part-time provisional certificates issued to professionals and craftsmen are addressed in 105 ILCS 5/21-10. ISBE's *Educator's Certification System* (ECS) is a web-based system that allows educators and district administrators access to certification data from ISBE's Teacher Certification Information System (TCIS). See <http://www.isbe.net/ECS/>.

Subparagraph 1b is required of all teachers by 105 ILCS 5/24-23. Subparagraph 1c is not required, but informs the superintendent when a teacher should change lanes on the salary schedule.

⁴ 20 U.S.C. §6319; 34 C.F.R. §200.55; 23 Ill. Admin.Code Part 25, Appendix D. ISBE's website contains numerous resources on *highly qualified* requirements and determinations; see <http://www.isbe.net/nclb/htmls/edquality.htm>.

⁵ 20 U.S.C. §6319(a)(3); 34 C.F.R. §200.57(b).

⁶ 34 C.F.R. §200.57(b)(2).

⁷ 20 U.S.C. §6311(h)(6); 34 C.F.R. §200.61.

LEGAL REF.: 20 U.S.C. §6319.
34 C.F.R §200.55, 56, 57, and 61.
105 ILCS 5/10-20.15, 5/21-1, 5/21-10, 5/21-11.4, and 5/24-23.
23 Ill.Admin.Code Part 25.

CROSS REF.: 6:170 (Title I Programs)

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