

Harrisburg School District	NEPN Code: GCB
Policy Manual	

QUALIFICATIONS OF TEACHERS

The School Board shall employ teachers on a professional basis without regard to age, race, color, sex, or national origin.

Every teacher employed in this school system must possess a valid license or certificate and shall execute a written contract with the Board of Education. Teacher contracts shall be considered for renewal on or before April 15 each year.

The Principal, Assistant Principal, and/or the Superintendent shall consider applications. Selected applicants shall be interviewed by the administration and a recommendation shall be made to the Board of Education who shall make the final employment determination.

Starting with the 2017-2018 school year, school districts receiving Title I funds must ensure that teachers hired after the first day of school in a program supported by such funds are “state-certified in their area of instruction.” The Every Student Succeeds Act describes “state-certified in their area of instruction” as an elementary or secondary school teacher who has obtained full state certification and has not had certification requirements waived on an emergency, temporary, or provisional basis.

Elementary teachers who are new to the profession must hold at least a bachelor's degree and have demonstrated, by passing a rigorous state test, subject knowledge and teaching skills in reading, writing, mathematics, and other areas of the basic elementary curriculum. Middle and secondary school teachers, new to the profession, must hold at least a bachelor's degree and have demonstrated a high level of competency in each of the academic subjects in which the individual teaches by passing a rigorous state academic subject test in each such academic subject; or has successfully completed a graduate degree with coursework that is equivalent to an undergraduate major, or advanced certification or credentialing for each academic subject that the individual teaches.

Veteran teachers currently employed by the District must:

1. Hold at least a bachelor's degree; and
2. Have met the applicable standard for a state-certified teacher in their area of instruction who is new to the profession, which includes an option for a test; or
3. Demonstrate competence in all the academic subjects in which the teachers teach, based upon a high objective uniform state standard of evaluation.

Additional qualifications and terms of employment for teachers may be found in the standard teacher contract. Specific duties may be found in the teacher job description found elsewhere in this manual. Nothing in this policy manual shall be construed as limiting or expanding the terms of the employment contract.

Adopted:

Revised: