

**CERTIFICATED PERSONNEL**

The Governing Board 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.

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.

*(cf. 4115 - Evaluation/Supervision)*  
*(cf. 4141/4241 - Collective Bargaining Agreement)*

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

*(cf. 4131 - Staff Development)*

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

*Legal Reference:*

EDUCATION CODE  
90 *Definition, certificated and certified*  
44006 *Certificated person*  
GOVERNMENT CODE  
3543.2 *Scope of representation*