

**POWAY UNIFIED SCHOOL DISTRICT  
BOARD POLICY**

**Originator:** Assoc. Superintendent, PSS

**Issue No:** 3

**Date:** 11/15/10

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**ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES**  
**4.2 CERTIFICATED PERSONNEL**

**Reference:** EC 44253.1 *et seq*, 45034,  
45037, 45055

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**SECTION 4.207 TEACHING CREDENTIALS**

The Board of Education recognizes that teacher-applicants are hired because of their particular competencies, as well as the credentials they hold. Employment policies of the District include as one criteria for employment the flexibility for which staff can be used with respect to the credentials they hold.

Certificated employees shall be responsible for having on file in the office of the County Superintendent of Schools a valid California credential applicable to the position occupied including, but not limited to, possession of Cross-Cultural Language and Academic Development (CLAD) and/or Bilingual Cross-Cultural Language and Academic Development (BCLAD) authorizations.

The credential shall also be on file with the Personnel Office of the District prior to the first day of employment. This policy applies to the temporary county credential as well as the regular teaching credential.

Each employee is required by this District to maintain current and in effect at all times, all teaching credentials possessed at the time of initial hiring as a condition of continued employment.