

**POWAY UNIFIED SCHOOL DISTRICT
BOARD POLICY**

Originator: Assoc. Superintendent, PSS

Issue No: 3

Date: 7/29/91

Page: 1 of 1

ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES Reference: EC 44830

4.2 CERTIFICATED PERSONNEL

SECTION 4.208 CALIFORNIA BASIC EDUCATION SKILLS TEST (CBEST)

In the interest of hiring and retaining the most competent teachers, it shall be the policy of the Board of Education of the Poway Unified School District that all applicants for contract teaching positions, who have served only in a substitute status, shall demonstrate proficiency by earning a passing score on the California Basic Education Skills Test (CBEST) examination prior to their being employed in a contract position.

The District may hire, as needed, applicants who have not taken the CBEST test if those persons have not yet been afforded the opportunity to take the test. These persons shall then take the test at the earliest opportunity and may remain employed by the District pending the receipt of test results. Applicants who have been employed and fail to pass the test will be terminated.