

Salinas Union High School District

Certificated Personnel

Regulation #4111

RECRUITMENT AND SELECTION

Upon recommendation from the Superintendent or designee, the Governing Board shall approve the appointment of all certificated employees. The position and the salary classification shall be reported to the Board at a regular meeting.

(cf. [4111](#) - Recruitment and Selection)

(cf. [4121](#) - Temporary/Substitute Personnel)

Individuals appointed to the certificated staff shall, at a minimum:

1. Possess the appropriate certification qualifications and register the certification document in accordance with law and Board policy (Education Code [44250-44279](#), [44330](#))

(cf. [4112.2](#) - Certification)

(cf. [4112.21](#) - District Interns)

2. Demonstrate proficiency in basic skills as required by law (Education Code [44252.5](#), [44830](#))
3. Submit to fingerprinting as required by law (Education Code [44830.1](#))
4. Not have been convicted of a violent or serious felony as defined in Penal Code [667.5](#) and [1192.7](#), unless the individual has received a certificate of rehabilitation and pardon (Education Code [44830.1](#))

(cf. [4112.5/4312.5](#) - Criminal Record Check)

(cf. [4118](#) - Suspension/Disciplinary Action)

5. Not have been convicted of any sex offense as defined in Education Code [44010](#) (Education Code [44836](#))
6. Not be required to register as a sex offender pursuant to Penal Code [290](#) because of a conviction for a crime where the victim was a minor under the age of 16 (Penal Code [290.95](#))

(cf. [3515.5](#) - Sex Offender Notification)

7. Not have been determined to be a sexual psychopath pursuant to Welfare and Institutions Code [6300-6332](#) (Education Code [44837](#))
8. Not have been convicted of any controlled substance offense as defined in Education Code [44011](#) (Education Code [44836](#))
9. Submit to a physical examination, tuberculosis testing and/or provide a medical certificate as required by law and Board policy (Education Code [44839](#), [49406](#))

(cf. [4112.4/4212.4/4312.4](#) - Health Examinations)

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10. Submit to drug and alcohol testing as required by Board policy

(cf. [4112.41](#)/4212.41/4312.41 - Employee Drug Testing)

11. Furnish a statement of military service and, if any was rendered, a copy of the discharge or release from service or, if no such document is available, other suitable evidence of the termination of service (Education Code [44838](#))

12. File the oath or affirmation of allegiance required by Government Code [3100-3109](#)

(cf. [4112.3](#)/4212.3/4312.3 - Oath or Affirmation)

13. Fulfill any other requirements as specified by law, collective bargaining agreement, Board policy or administrative regulation

(cf. [4112.8](#)/4212.8/4312.8 - Employment of Relatives)

Legal Reference:

EDUCATION CODE

[35161](#) Powers and duties

[44008](#) Effect of termination of probation

[44009](#) Conviction of specified crimes; definitions

[44010](#) Sex offense

[44011](#) Controlled substance offense

[44066](#) Limitation on certification requirements

[44250-44279](#) Credential types

[44330](#) Effect of registration of certification document

[44836](#) Employment of person convicted of sex offenses or controlled substance offenses

[44837](#) Employment of sexual sociopath

[44838](#) Statement of military service

[44839](#) Medical certificate

[44839.5](#) Medical certificate for retirant

[49406](#) Examination for tuberculosis

GOVERNMENT CODE

[3100-3109](#) Oaths or affirmations of allegiance for disaster service workers and public employees

[12940-12950](#) Unlawful employment practices

PENAL CODE

[290](#) Registration of sex offenders

[290.95](#) Disclosure by persons required to register as sex offenders

[667.5](#) Prior prison terms, enhancement of prison terms

[1192.7](#) Plea bargaining limitation

WELFARE AND INSTITUTIONS CODE: [6300-6332](#) Sexual psychopaths