

Salinas Union High School District

ASSIGNMENT

In order to serve the best interests of students and the educational program, the Governing Board authorizes the Superintendent or designee to assign certificated personnel to positions for which their preparation, certification, experience, and aptitude qualify them.

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

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

(cf. [4112.22](#) - Staff Teaching Students of Limited English Proficiency)

(cf. [4112.23](#) - Special Education Staff)

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

Teachers may be assigned to any school within the district in accordance with the collective bargaining agreement.

(cf. [4141/4241](#) - Collective Bargaining Agreement)

Assignment to Courses/Classes

The Superintendent or designee shall assign teachers to courses based on the grade level and subject matter authorized by their credentials.

When there is no credential authorization requirement for teaching an elective course, the Superintendent or designee shall select the credentialed teacher whose knowledge and skills best prepare him/her to provide instruction in that subject.

Teachers who are assigned to teach core academic subjects shall meet the requirements of the No Child Left Behind Act (NCLB) pertaining to qualifications of highly qualified teachers. (20 USC [6319](#), [7801](#); 5 CCR [6100-6126](#))

(cf. [4112.24](#) - Teacher Qualifications Under the No Child Left Behind Act)

The Superintendent or designee may assign a teacher, with his/her consent, to a position outside his/her credential authorization when specifically authorized by law or regulation, and in accordance with the local teaching assignment options described in the Commission on Teacher Credentialing's Administrator's Assignment Manual. Assignments made pursuant to Education Code [44256](#), [44258.2](#), and [44263](#) shall be annually approved by Board resolution. In such cases, the Superintendent or designee shall reference in District records the statute or regulation under which the assignment is authorized.

(cf. [3580](#) - District Records)

The Superintendent or designee shall periodically report to the Board on teacher assignments and vacancies, including the number and type of assignments made outside a teacher's

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credential authorization through a local teaching assignment option. Whenever District misassignments and vacancies are reviewed by the County Superintendent of Schools or Commission on Teacher Credentialing, as applicable, the Superintendent or designee shall report the results to the Board and shall provide recommendations for remedying any identified issues.

(cf. [1312.4](#) - Williams Uniform Complaint Procedures)

Equitable Distribution of Qualified Teachers

In order to ensure that highly qualified and experienced teachers are equitably distributed among District schools, including those with higher than average levels of low-income, minority, and/or academically underperforming students, the Superintendent or designee shall:

1. Verify that all teachers of core academic subjects possess the qualifications of highly qualified teachers as required by NCLB or develop immediate and long-term solutions for ensuring that all core academic classes will be taught by highly qualified teachers
2. Not assign teachers with provisional internship permits, short-term staffing permits, or credential waivers to schools that have 40 percent or higher poverty or are ranked in deciles 1-3 on the statewide Academic Performance Index
3. Not place interns in high-poverty, low-performing schools in greater numbers than in schools with low poverty or higher academic achievement
4. Compare teacher retention rates across District schools and develop strategies to recruit and retain experienced and effective teachers in hard-to-staff schools

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

The Superintendent or designee shall annually report to the Board and the California Department of Education (CDE) comparisons of teacher qualifications across District schools. When required by the CDE, the Superintendent or designee shall develop an equitable distribution plan to identify strategies for recruiting, developing, and retaining highly qualified teachers in low-performing schools. As needed, the Board may direct the Superintendent to transfer teachers to high-need schools in accordance with law and the collective bargaining agreement, and/or may align District resources to improve the skills and qualifications of teachers at those schools.

(cf. [4114](#) - Transfers)

(cf. [4131](#) - Staff Development)

(cf. [4131.1](#) - Beginning Teacher Support/Induction)

(cf. [4138](#) - Mentor Teachers)

Salinas Union High School District

Certificated Personnel

Policy #4113

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Legal Reference:

EDUCATION CODE

[33126](#) School accountability report card

[35035](#) Additional powers and duties of superintendent

[35186](#) Complaint process

[37616](#) Assignment of teachers to year-round schools

[44225.6](#) Commission report to the legislature re: teachers

[44250-44277](#) Credentials and assignments of teachers

[44314](#) Subject matter programs, approved subjects

[44395-44398](#) Incentives for assigning NBPTS-certified teachers to high-priority schools

[44824](#) Assignment of teachers to weekend classes

[44955](#) Reduction in number of employees

GOVERNMENT CODE

[3543.2](#) Scope of representation

CODE OF REGULATIONS, TITLE 5

[6100-6126](#) Teacher qualifications, No Child Left Behind Act

[80003-80005](#) Credential authorizations

[80020-80020.5](#) Additional assignment authorizations

[80335](#) Performance of unauthorized professional services

[80339-80339.6](#) Unauthorized certificated employee assignment

UNITED STATES CODE, TITLE 20

[6311](#) State plan

[6319](#) Highly qualified teachers

[6601-6651](#) Teacher and Principal Training and Recruiting Fund

[7801](#) Definitions, highly qualified teacher

CODE OF FEDERAL REGULATIONS, TITLE 34

[200.55-200.57](#) Highly qualified teachers

Management Resources:

CALIFORNIA DEPARTMENT OF EDUCATION PUBLICATIONS

Revised State Plan for the No Child Left Behind Act, rev. September 2008

COMMISSION ON TEACHER CREDENTIALING PUBLICATIONS

The Administrator's Assignment Manual, rev. September 2007

U.S. DEPARTMENT OF EDUCATION GUIDANCE

Improving Teacher Quality State Grants: ESEA Title II, Part A, rev. October 5, 2006

WEB SITES

CSBA: <http://www.csba.org>

California Department of Education: <http://www.cde.ca.gov>

Commission on Teacher Credentialing: <http://www.ctc.ca.gov>

Santa Clara County Office of Education, Personnel Management Assistance Team:

<http://www.sccoe.org/depts/pmat>

U.S. Department of Education: <http://www.ed.gov>

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Adopted: October 11, 2005