

CERTIFIED TEACHERS

Definition: Certified teacher means a person who holds a teaching certificate or license, who is employed as a teacher, counselor, librarian, school nurse, entry-year teacher, or in any other instructional position for which a teaching license or certificate is required by the Oklahoma State Department of Education, and who does not exercise supervisory authority with respect to other certified teachers of the District.

Standards of Performance and Conduct: Certified teachers are expected to adhere to the standards of performance and conduct for teachers which are adopted by the Oklahoma State Board of Education, and such standards of performance and conduct are incorporated herein by reference as if fully set forth.

Evaluation: Certified teachers shall be evaluated as prescribed by Oklahoma law and in accordance with negotiated agreement. All evaluations shall be done in writing and shall be maintained along with any responses, in certified teacher's personnel file. All certified personnel shall be evaluated by a principal, assistant principal or other trained certified individual designated by the Board. All individuals designated by the Board to conduct personnel evaluations shall participate in training conducted by the State Department of Education or training provided by the District using guidelines and materials developed by the State Department of Education prior to conducting evaluations.

Duties and Responsibilities: Certified teachers shall perform those duties and responsibilities set forth in any applicable job description, negotiated agreement, contract, District policy, or Administrative Regulation.

Admonishment: Certified teachers may be admonished as provided by law.

Dismissal, Non-reemployment, or Suspension: Certified teachers may be dismissed, non-reemployed, or suspended according to applicable law and/or any applicable negotiated agreement.

Temporary Teachers: Certified teachers may be employed on a temporary basis in certain circumstances and pursuant to a Temporary Teacher Contract. Temporary Teacher Contracts are not subject to the continuing contract law and shall be effective only for the specified term which shall not exceed the end of the school year in which the contract begins.

Reporting: District will not prohibit or take disciplinary measures against teachers for : disclosing public information to correct what the teacher reasonably believes evidences a violation of the Oklahoma Constitution or a law or rule promulgated pursuant to law; reporting a violation of the Oklahoma Constitution or state or federal law; or taking any of the aforementioned actions without giving prior notice to the teacher's supervisor or anyone else in

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the teacher's chain of command.

Reduction in Force: In the event it becomes necessary to reduce the number of certified teachers because of actual or projected decreases in revenues, actual or projected declines in enrollment, consolidation of programs or positions, elimination of programs, changes in curriculum, or other circumstances determined by the Board, the Board may undertake a reduction in force in accordance with the provisions of the law and the negotiated agreement.