

**QUALIFICATIONS  
TEACHERS**

The Southwest Technology Center Board of Education shall employ teachers on a professional basis without regard to age, race, color, sex, or national origin.

Definitions

1. Teacher: Any person who is employed to serve as a district superintendent, campus director, supervisor, counselor, librarian, school nurse, or classroom teacher, or in any other instructional, supervisory, or administrative capacity, is defined as a teacher.
2. Certified: Such person holding a valid certificate or license, issued by and in accordance with the rules and regulations of the State Board of Education, to perform the particular services for which he/she is employed.
3. Probationary Teacher or Noncareer Teacher: A duly certified or licensed teacher who has completed less than three (3) consecutive, complete school years of teaching service in the school district under a written teaching contract, as provided by law.
4. Career Teaching or Post-Probationary Teacher: A duly certified teacher who has completed three (3) or more consecutive, complete school years of teaching service in the school district under a written teaching contract, as provided by law.

Qualifications

Every teacher employed in this school system must possess a valid license or certificate and shall execute a written contract with the board of education. Teacher contracts shall be considered for renewal on or before April 10 each year. Teachers must have a valid teaching certificate on file before any funds for their services can be legally expended. It is the responsibility of the teacher to keep his/her teaching certificate valid.

Applications shall be considered by the campus director and the superintendent. Selected applicants shall be interviewed by the administration and a recommendation shall be made to the board of education who shall make the final employment determination.

Additional qualifications and terms of employment for teachers may be found in the standard teacher contract. Specific duties may be found in the current teacher job description. Nothing in this policy manual shall be construed as limiting or expanding the terms of the employment contract.

**REFERENCE: 70 O.S. §6-101.20, et seq.  
P. L. 107-110, No Child Left Behind Act of 2001  
Individuals with Disabilities Education Improvement Act of 2004**

**CROSS-REFERENCE: Policy DB, Teachers, Duties and Responsibilities  
Policy DC, Employment Practices  
Policy DO, Termination of Employment, Teachers**

**Adopted: January 1994 as policy P-100 and policy P-109  
Revised: November 1995**