

**Personnel -- Certified****Certification**

Every instructional employee shall be certified according to the provisions of applicable state and federal law.

It is the responsibility of the employee to submit proof of appropriate certification to the school system prior to commencement of employment with the New Fairfield Public Schools. The school system will maintain a record of the employee's credential(s) as required by law.

It shall be the sole responsibility of the certified employee to renew his/her certification before the date of expiration, and to file a copy of the completed certification with the school system in a timely manner.

In the event of a lapse in certification, employee's status shall be immediately changed to "Substitute" (per diem) with no benefits, and his/her salary will be reduced to the current rate of pay for substitutes. If employee fails to obtain appropriate certification within 40 days s/he may be subject to termination of employment. If, within a reasonable period of time following a lapse in certification, employee provides evidence of appropriate certification, the employee's salary and benefits shall be reinstated, retroactive to the effective date of certification.

**Note:** *On or after ~~July 1, 2016~~ July 1, 2018, to qualify for a professional educator certificate, an individual with a provisional educator certificate must hold a master's degree in an appropriate subject matter area, as determined by the State Board of Education, related to the teacher's certification endorsement area.*

**Distinguished Educator Designation**

The Board of Education encourages certified staff to aspire and to achieve the designation of "Distinguished Educator." To achieve this designation, the individual must hold a professional educator certificate, have taught successfully for at least five years, have advanced education in addition to a master's degree, that can include training in mentorship or coaching teachers, and meets the performance requirements established by the State Board of Education. Teachers, so designated, will be among those considered eligible to serve as mentors for the District's teacher education and mentoring program.

Legal Reference: Connecticut General Statutes  
 10-145b Teaching certificate (as amended by P.A. 12-116 An Act Concerning Educational Reform and PA 17-173 An Act Concerning Minor Revisions and Additions to the Education Statutes and PA 17-68, An Act Concerning Various Revisions and Additions to the Education Statutes)  
 10-145d State board regulations for teacher certificates et. al. (as amended by P.A. 12-116, An Act Concerning Educational Reform)  
 10-145o Teacher education and mentoring program (as amended by P.A. 12-116, An Act Concerning Educational Reform)  
 20 U.S.C. 1119 – No Child Left Behind Act of 2001  
 34 C.F.R. 200.55 – Federal Regulations Regarding Highly Qualified Teachers

Policy adopted:	June 1, 2006	NEW FAIRFIELD PUBLIC SCHOOLS
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