

Edits

**Professional Personnel**

*Professional Licensed*

**Certified Staff Qualifications**

*professional licensed*  
A ~~certified~~ staff member, as the term is used in this policy, refers to a Cooperative employee who is required to be licensed under State law. The following qualifications apply:

*professional licensed*  
Each teacher must:

- a. Have a valid Illinois Professional Educator License issued by the State Superintendent of Education with the required endorsements as provided in the School Code.
- b. Provide the Cooperative Office with a complete official transcript of credits earned in institutions of higher education.
- c. On or before November 15 and March 15 of each year, provide the Cooperative Office with an official transcript of any credits earned since the date the last transcript was filed,

*W* All certified staff members with primary responsibility for instructing students in the core academic subject areas (science, the arts, reading or language arts, English, history, civics and government, economics, geography, foreign language, and mathematics) must be highly qualified for those assignments as determined by State and federal law.

*request salary adjustments*

The Executive Director or designee shall:

- 1. Monitor compliance with State and federal law requirements that licensed staff members be appropriately certified and *licensed* highly qualified for their assignments when required, and
- 2. Through incentives for voluntary transfers, professional development, recruiting programs, or other effective strategies, ensure that minority students and students from low-income families are not taught at higher rates than other students by unqualified, out-of-field, or inexperienced teachers.

LEGAL REF.: 20 U.S.C. §6319.  
34 C.F.R §200.55, 56, 57, and 61.  
105 ILCS 5/10-20.15, 5/21-11.4, 5/21B-20, and 5/24-23.  
23 Ill.Admin.Code §1.610 et seq., §1.705 et seq., and Part 25.

ADOPTED: June 4, 2014

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