

Professional Personnel

Teacher Qualifications ¹

A teacher, as the term is used in this policy, refers to a District employee who is required to be licensed under State law.² The following qualifications apply:

1. Each teacher must: ³
 - 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 District Office with a complete transcript of credits earned in institutions of higher education.
 - c. On or before September 1 of each year, unless otherwise provided in an applicable collective bargaining agreement, provide the District Office with a transcript of any credits earned since the date the last transcript was filed.
 - d. Notify the Superintendent **or designee** of any change in the teacher's transcript.
2. All teachers **working in a program supported with federal funds under Title I, Part A must meet applicable State certification and licensure requirements 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**

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ State or federal law controls this policy's content. This policy contains an item on which collective bargaining may be required. Any policy that impacts upon wages, hours, and terms and conditions of employment, is subject to collective bargaining upon request by the employee representative, even if the policy involves an inherent managerial right. This policy concerns an area in which the law is unsettled.

² ~~105 ILCS 5/21B et seq.; 23 Ill.Admin. Code §1.610 et seq., §1.705 et seq. and Part 25, P.A. 97-607 repealed 105 ILCS 5/21-0.01 et seq. and added Article 21B titled Educator Licensure to the School Code. 23 Ill.Admin.Code §1.610 et seq. still refers to this repealed section of the School Code. 23 Ill.Admin.Code §1.705 et seq. still refers to certification, and Part 25 continues to incorporate P.A. 97-607. This law changed teacher certification to educator licensure as of July 1, 2013. ISBE's proposal to amend these rules is pending as of Feb. 2014. When the licensure system became operational, all certified employees automatically transitioned to the corresponding licensure.~~

School boards may participate in the Illinois Teacher Corps; however as of Sept. 1, 2011 individuals may no longer be admitted to Illinois Teacher Corps programs (105 ILCS 5/21-11.4, ~~amended by P.A. 97-607 and repealed on June 30, 2013).~~

³ Subparagraph 1a is required for all teachers by 105 ILCS 5/21B-15, ~~added by P.A. 97-607 (professional educator — licensure qualifications of educators). See fn 2 above.~~ Three types of **educator** licenses are listed in 105 ILCS 5/21B-20: **(1) Professional Educator License; (2) Educator License with Stipulations (including endorsements for provisional educator, alternative provisional educator, alternative provisional superintendent, resident teacher, career and technical educator, provisional career and technical educator, transitional bilingual educator, language, visiting international educator, paraprofessional educator, and chief school business official); and (3) Substitute Teaching License.** ~~added by P.A. 97-607.~~ See also 23 Ill.Admin.Code §1.610 et seq., §1.705 et seq. and Part 25 ~~(per §25.100, teachers are no longer certified/endorsed in any course subjects in which they earn grades lower than a "C" in college), although some of the rules refer to repealed sections of the School Code. Note that part-time provisional certificates issued to professionals and craftsmen are no longer issued (105 ILCS 5/21-10, amended by P.A. 97-607 and repealed on June 20, 2013).~~ ISBE's *Educator Licensure Information System* (ELIS) is a web-based system that allows educators, administrators, and the public to access licensure information. See www.isbe.state.il.us/ELIS/default.htm.

~~Contact ISBE with all licensure questions during this time of implementation of the new Article 21B, added by P.A. 97-607.~~

Subparagraph 1b and 1c are required of all teachers by 105 ILCS 5/24-23. Some boards add the word "official" to the phrase, "complete **official** transcript of credits."

Subparagraph 1d is optional but informs the superintendent when a teacher ~~may be eligible to should~~ change lanes on the salary schedule.

~~mathematics) must be highly qualified for those assignments as determined by State and federal law. 4~~

The Superintendent or designee shall:

1. Monitor compliance with State and federal law requirements that teachers be appropriately licensed ~~and highly qualified for their assignments;~~ 5
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; and 6
3. Ensure parents/guardians of students in schools receiving Title I funds are notified: ~~(a) of their right to request their students' classroom teachers' professional qualifications, and (b) whenever their child is assigned to, or has been taught for 4 or more consecutive weeks by, a teacher who is not highly qualified. 7~~

LEGAL REF.: 20 U.S.C. §6319~~2~~(e)(1)(A).
~~34 C.F.R. §200.55, 56, 57, and 61;~~
105 ILCS 5/10-20.15, 5/21-11.4, ~~5/21B-15, 5/21B-20, 5/21B-25, and 5/24-23.~~
23 Ill.Admin.Code §1.610 et seq., §1.705 et seq., and Part 25.

CROSS REF.: 6:170 (Title I Programs)

Comment [MB2]: Still exist but have not been updated yet to align with ESEA as amended by ESSA, and no NPRM pending. We will continue to cite them, if appropriate, and note the discrepancy in a f/n, e.g. "Statute underlying these regulations has been repealed; amendments to regulations are highly likely within the next year."

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~~4 The highly qualified teacher requirement of the No Child Left Behind Act, formerly found in §6319 of the Elementary and Secondary Education Act (ESEA, 20 U.S.C. §6319), was repealed by the Every Student Succeeds Act (ESSA, Pub. L. 114-95, eff. 12-10-15); ESEA federal and State implementing regulations at 34 C.F.R. §200.55; and 23 Ill. Admin.Code Part 25, Appendix D have not been updated, though amendments are highly likely within the next year. In Every Student Succeeds Act (ESSA) Frequently Asked Questions (8.12.16) (isbe.net/essa/pdf/ESSA-faq.pdf), ISBE advises that districts need not comply with the "highly qualified" teacher requirement during the 2016-17 school year. ISBE's website contains numerous resources on highly qualified requirements and determinations; see www.isbe.net/nclb/htmls/edquality.htm.~~

~~ESEA, as amended by ESSA, requires that each state plan contain assurances that the state educational agency will ensure that all teachers and paraprofessionals meet state certification/licensure requirements (20 U.S.C. §6311(g)(2)(J)).~~

~~5 20 U.S.C. §6319(a)(3); 34 C.F.R. §200.57(b). ISBE advises that effective July 1, 2016, teachers and paraprofessionals must meet state and local licensure requirements found in Illinois Licensure, Endorsement, and Approval Requirements, revised 8-25-16, at www.isbe.net/licensure/requirements/endsmt_struct.pdf.~~

~~ESEA, as amended by ESSA, requires districts to provide parents timely notice that the parent's child has been assigned, or has been taught for four or more consecutive weeks by, a teacher who does not meet applicable State certification or licensure requirements at the grade level and subject area in which the teacher has been assigned (20 U.S.C. §6312(e)(1)(B)(ii)). For a sample notice, see 5:190-E2, Notice to Parents When Their Child Is Assigned To or Has Been Taught for at Least Four Straight Weeks By a Teacher Who Does Not Meet Applicable State Certification/Licensure Requirements.~~

~~6 34 C.F.R. §200.57(b)(2).~~

~~7 20 U.S.C. §6312(e)(1)(A)(h)(6); 34 C.F.R. §200.61.~~