

**ASSIGNMENT**

In order to serve the best interests of students and the educational program, the Superintendent or designee shall assign certificated personnel to positions for which their preparation, certification, experience and aptitude qualify them.

Teachers may be assigned to any school within the district in accordance with the collective bargaining agreement.

*(cf. 4114 - Transfers)*

**Assignment to Courses/Classes**

The Superintendent or designee shall assign teachers to courses based on the grade level and subject matter authorized by their credentials.

When there is not credential authorization requirement for teaching an elective course, the Superintendent or designee shall select the credentialed teacher whose knowledge and skills best prepare him/her to provide instruction in that subject.

~~Teachers who are assigned to teach core academic subjects shall meet the requirements of the No Child Left Behind Act pertaining to teacher qualifications. (20 USC 6319, 7801; 2 CCR 6100-6126)~~

*When specifically authorized by law or regulation, the Superintendent or designee may assign a teacher, with his/her consent, to a position outside his/her credential authorization when specifically authorized by law or regulations, and in accordance with the local teaching assignment options described in the Commission on Teacher Credentialing’s Administrator’s Assignment Manual. Assignments made pursuant to Education Code 44256, 442582, and 44263 shall be annually approved by Board resolution. In such cases, the Superintendent or designee shall reference in district records the statute or regulation under which the assignment is authorized.*

~~The Superintendent or designee shall periodically report to the Board on any teacher assignments and vacancies, including the number and type of assignments made outside a teacher’s credential authorization through a local teaching assignment option. Whenever district misassignment and vacancies are reviewed by the County Superintendent of Schools or Commission on Teacher Credentialing, as applicable, the Superintendent or designee shall report the results to the Board and shall provide recommendations for remedying any identified issues.~~

**Equitable Distribution of Qualified Teachers**

~~In order to ensure that highly qualified and experienced teachers are equitably distributed among district schools, including those with higher than average levels of low income, minority, and/or academically underperforming students, the Superintendent or designee shall:~~

- ~~1. Verify that all teachers of core academic subjects possess the qualifications of highly qualified teachers as required by NCLB or develop immediate and long-term solutions for ensuring that all core academic classes will be taught by highly qualified teachers~~

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- ~~2. Not assign teachers with provisional internship permits, short-term staffing permits, or credential waivers to schools that have 40 percent or higher poverty or are ranked in deciles 1-3 on the statewide Academic Performance Index~~
- ~~3. Not place interns in high poverty, low performing schools in greater numbers than in schools with low poverty or higher academic achievement~~
- ~~4. Compare teacher retention rates across district schools and develop strategies to recruit and retain experienced and effective teachers in hard to staff schools~~

*(cf. 4111 - Recruitment and Selection)*

~~The Superintendent or designee shall annually report to the Board and the California Department of Education (CDE) comparisons of teacher qualifications across district schools. When required by the CDE, the Superintendent or designee shall develop an equitable distribution plan to identify strategies for recruiting, developing, and retaining highly qualified teachers in low performing schools. As needed, the Board may direct the Superintendent to transfer teachers to high need schools in accordance with law and the collective bargaining agreement, and/or may align district resources to improve the skills and qualifications of teachers at those schools.~~

*The Superintendent or designee shall ensure that highly qualified and experienced teachers are equitably distributed among district schools, including those with higher than average levels of low-income, minority, and/or academically underperforming students. He/she shall annually report to the Board comparisons of teacher qualifications across district schools, including the number of teachers serving under a provisional internship permit, short-term staff permit, intern credential, emergency permit, or credential waiver.*

*Strategies for ensuring equitable access to experienced teachers may include, but are not limited to, incentives for voluntary transfers, provision of professional development, and/or programs to recruit and retain effective teachers.*

*Legal Reference:*

*EDUCATION CODE*

*33126 School accountability report card*

*35035 Additional powers and duties of superintendent*

*35186 Complaint process*

*37616 Assignment of teachers to year-round schools*

*44225.6 Commission report to the legislature re: teachers*

*44250-44277 Credentials and assignments of teachers*

*44314 Subject matter programs, approved subjects*

*44395-44398 Incentives for assigning NBPTS-certified teachers to high-priority schools*

*44824 Assignment of teachers to weekend classes*

*44955 Reduction in number of employees*

*GOVERNMENT CODE*

*3543.2 Scope of representation*

*CODE OF REGULATIONS, TITLE 5*

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*6100-6126 Teacher qualifications, No Child Left Behind Act*  
*80003-80005 Credential authorizations*  
*80020-80020.5 Additional assignment authorizations*  
*80335 Performance of unauthorized professional services*  
*80339-80339.6 Unauthorized certificated employee assignment*  
*UNITED STATES CODE, TITLE 20*  
*6311 State plan*  
*6319 Highly qualified teachers*  
*6601-6651 Teacher and Principal Training and Recruiting Fund*  
*7801 Definitions, highly qualified teacher*  
*CODE OF FEDERAL REGULATIONS, TITLE 34*  
*200.55-200.57 Highly qualified teachers*