

## **PROFESSIONAL PERSONNEL**

No new position shall be advertised unless the terms of employment and job description have been approved by the Terrebonne Parish School Board.

The Board shall require that each professional employee hold not less than a bachelor's degree from a regionally accredited college or university to be eligible for employment, whenever possible. Each teacher, including administrative personnel, shall be required to hold a current and valid teacher's certificate issued by the Louisiana State Board of Elementary and Secondary Education (BESE) or demonstrate proficiency in meeting all requirements necessary to obtain such a certificate. Other professional personnel shall be required to meet those qualifications necessary for the position assigned as may be determined by the Board.

### PERSONNEL POSITIONS

The number of teachers and other personnel to be employed in the school district shall be determined by the Terrebonne Parish School Board. It is the intent of the School Board to activate a sufficient number of positions to accomplish the district's goals and objectives.

The Superintendent shall be delegated the authority to make recommendations to the Board for adding new positions and for making revisions and/or adaptations to existing job titles and/or descriptions, or for making adjustments to the system's personnel that will contribute to more efficient operations.

The Superintendent shall maintain a comprehensive and up-to-date set of job descriptions of all positions in the school district. These job descriptions shall be kept on file and utilized in conjunction with the performance evaluation plan. All personnel shall be given a copy of their respective job description when first employed and any time the job description is revised.

September 1998

Revised: November 2012

Ref: La. Rev. Stat. Ann. §§17:54, 17:81, 17:413, 17:414, 17:441; Harrah Independent School District v. Martin, 99 S.Ct. 1062 (1979); Board minutes, 09-15-98, 11-20-12.