

**Section 400 – Personnel**  
**Certificated Employees - General**  
**Certificated Employee Defined**

**File: 406.01**

A certified, or certificated, employee is any individual who has earned and holds a current and valid teaching certificate as set forth by statutes and issued or approved by the Nebraska State Board of Education and is employed as such by the district.

The board of education believes that the successful functioning of the certified staff is the key ingredient in producing positive learner outcomes in the educating of the district's youth. To the extent that teachers are knowledgeable as to the content of the material they are presenting, if teachers believe that all students can learn, and as long as teachers are enthusiastic about their profession and the learning process, the board of education believes that students will respond and achieve to the extent that their ability will permit.

Certificated employees must present evidence of current certificate to the superintendent prior to September 15 and before any payment of salary each year.

Legal Reference:       Neb. Statute 79-801 et seq.

Cross Reference:       411.01 Substitute Teachers  
                              412.01 Support Staff Defined