ADJUNCT TEACHER POLICY

The Piedmont Public Schools Board of Education recognizes the occasional need for adjunct teachers who are authorized by state law to teach. An adjunct teacher is defined as an individual with recognized, meritorious expertise in a given field but who does not hold a valid license or teaching certificate.

"Recognized expertise" will be determined using the following criteria:

1. A level of mastery has been demonstrated that exhibits professional training, education, preparation, etc., in the field that the individual will teach. The level of expertise may be determined by personal observations of performances, recommendations from community members, and/or references; or
2. Minimum of two years of demonstrated full-time work experience in an instructional or supervisory role, with an audience consisting primarily of school age children (e.g. daycare facility, summer camp, youth groups, parks and recreation, etc); or
3. Enrolled in a bachelor's degree completion program and within 18 hours of completion of a bachelor's degree; or
4. Successful experience as a classroom teacher, but otherwise ineligible for emergency certification.

Additional requirements include:

1. Employee must be 21 years of age; and
2. Employee must meet all District employment requirements, including but not limited to: references regarding the individual's ability to relate to students must be satisfactory; must complete successful background check review; and must comply with all ongoing training requirements for both the District and the Oklahoma State Department of Education.
3. For adjunct teachers employed more than 3 hours per day, the following requirements apply:
    a. Complete one additional professional development component per semester, including Fall, Spring and Summer.
    a. Acceptable professional development components include: completion of 3 college hours; completion of a test required for teacher certification; application to achieve certification through an alternative pathway; completion of a Special Education Boot Camp; or completion of an intensive, pre-approved, professional development course (e.g. Reading as a Science)

An Adjunct teacher may be either: (1) a certified employee adjuncting to teach outside of their area of certification ("certified adjunct teacher") or (2) a person who does not hold valid certification of any kind, including educators with an expired certificate who is serving as an adjunct teacher ("non-certified adjunct teacher.")

Compensation for Adjunct Teachers will be determined in accordance with District policies and procedures for employee compensation.

The district will comply with all requirements set forth by the Oklahoma State Department of Education with regard to the employment of an adjunct teacher.