

## PERSONNEL

### Certification

The District shall require that certificated staff hold a Washington State Certificate valid for the role and responsibilities for which they are employed. Failure to meet this requirement shall be just cause for termination of employment. State law requires that the initial application for certification shall require a background check of the applicant through the Washington State Patrol criminal identification system and Federal Bureau of Investigation. No salary warrants may be issued to the staff member until the District has registered a valid certificate for the role to which he/she has been assigned.

The following persons will be required to possess valid first aid and CPR certificates:

1. Athletic Trainers
2. Coaches
3. Custodians
4. Main Office Secretaries with clinic responsibilities
5. Maintenance
6. Mechanics
7. Nurses
8. Occupational Therapists
9. Para-Educators with day care responsibilities
10. Para-Educators who work with developmentally delayed
11. Para-Educators with health room responsibilities
12. Para-Educators who work in Pre-School
13. Para-Educators with playground responsibilities
14. Physical Therapists
15. Principals
16. School Bus Drivers
17. Security Monitors
18. Supervisors
19. Teachers of Career & Tech Education
20. Teachers of Developmentally Delayed
21. Teachers of Health & Fitness
22. Teachers of Pre-School
23. Teachers of Physical Education
24. Teachers of Science
25. Teachers of Visually Impaired
26. And other persons deemed appropriate by the Superintendent

Cross References: District Policy 3420 Student Safety  
5111 Employment of Staff  
8112 District-Owned Vehicles  
8121 Driver Training/Responsibility  
8131 Private Vehicle Transportation

Legal References: WAC 296155-120 First Aid Training and Certification  
RCW 28A410.025 Qualifications-Certificate or permit required  
28A.405.060 Course of study and regulations-Enforcement-  
Withholding salary warrant

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