

PERSONNEL – Series 4000

4400 The Merit System

4450 Employment Lists

4452 Certification from Employment Lists

**4452.7 Selective Certification**

- A. Certification may be made from other than the first three ranks on the eligibility list when the ability to speak, read or write a language in addition to English, possession of a valid driver's license or special skill (for example, signing) is a requirement of the position to be filled.
- B. The Director, Human Resources shall determine which eligibles possess the required special language or skill and shall certify the names of three qualified ranks, in the order of their relative standing on the list, who are ready and willing to accept the position.

Reference:

Education Code Sections 45272 and 45277