



CERTIFICATED PERSONNEL: PROBATIONARY-PERMANENT STATUS

Probationary employees shall receive training, assistance and evaluations consistent with their needs as new teachers. Such training and assistance may consist of in-service training and/or meetings with the employee's evaluator to discuss areas of strength and areas requiring improvement. In-service training may be provided during school hours as part of a comprehensive staff development program.

Granting of permanent status shall be based on completion of the probationary period in accordance with applicable law. Employees granted permanent status acquire specific rights under the Education Code, including those relating to discipline and dismissal. (Education Code 44932-44988.)

A certificated employee who has been employed by the District in a probationary position or positions requiring certification for two complete consecutive school years and is then reelected for the next succeeding school year shall become a permanent employee at the beginning of the third year. It is the intent of the District to retain only those employees who demonstrate exemplary performance.

In order for a year of service to be applied toward permanent status, a probationary teacher must serve at least 75% of the days of a school year, and must have performed the duties normally required of a regular certificated employee.

Service by a person under a provisional credential shall not be included in computing the service required as a prerequisite to attainment of, or eligibility to, classification as a permanent employee of the District.

A person employed as a university intern shall have the intern year of service count toward permanent status if reemployed by the District as a probationary employee. Following completion of the internship, if he/she is reelected by the District to serve in a probationary position requiring certification qualifications for the next succeeding school year, he/she shall be classified as a second year probationary employee during the next succeeding school year.

Legal Reference

EDUCATION CODE

44466 Status of university interns

44850.1 No tenure in administrative or supervisory position

44885.5 Status of district interns

44908 Complete year for probationary employees

44911-44913 Service not computed in eligibility for permanent status

44915 Classification of probationary employees

44917-44921 Status of substitute or temporary employees

44930-44988 Resignations, dismissals and leaves of absence

Policy Adopted: _____