

Probationary/Permanent Status

Probationary Status

Upon assignment to a school, a probationary certificated employee shall receive assurance that his/her potential need for training, assistance and evaluation is recognized. (Education Code 35160.5)

Probationary employees shall receive training assistance and evaluations consistent with their needs as new teachers and shall be given the opportunity to increase their competency as teachers through the district's staff development program. Such training and assistance may consist of inservice training and/or meetings with the employee's evaluator to discuss areas of excellence and areas requiring improvement. Inservice training may be provided during school hours as part of a comprehensive staff training program.

The performance of each probationary employee shall be evaluated and assessed according to the Certificated Bargaining Agreement.

The Governing Board shall review this policy annually.

(cf. 4115 - Evaluation)

(cf. 4131 - Staff Development)

Permanent Status

A probationary teacher who has been employed by the district for two complete consecutive school years and is then rehired for the next succeeding school year shall become a permanent employee at the beginning of the third year. (Education Code 44929.21)

Permanency Achieved in Other Districts

A person who has achieved permanent status as a certificated employee in another school district may be employed by the Board as a permanent certificated employee. (Education Code 44929.28)

(cf.4117.4 - Dismissal)

(cf.4117.41 - Decision Not to Rehire)

(cf. 4120 - Temporary and Part-time Personnel)

(cf.4121 - Substitute Teachers)

District Interns

A person employed as a district intern shall be classified as a probationary employee. (Education Code 44885.5)

After the district intern has successfully completed his/her internship and met the Board's criteria for a qualified teacher, the Board shall recommend to the Commission on Teacher Credentialing that the intern be awarded clear teaching credentials. (Education Code 44328)

Permanent status shall be granted to persons who have successfully completed their internship when they are rehired after having served the district with clear credentials for one year beyond the duration of their service as an intern. (Education Codes 44885.5 and 44929.24)

(cf. 4112.21 - District Interns)

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Legal References:

EDUCATION CODE

- 35160.5 Mandated policies
- 44325 District intern certificates
- 44328 Credentials; awarding to interns
- 44830.3 Employment of district interns
- 44850.1 No tenure in administrative or supervisory position
- 44885.5 District interns as probationary or permanent employees
- 44908 Complete year for probationary employees
- 44915 Classification of probationary employees
- 44929.20 Continuing contracts (not to exceed four years - ADA under 250)
- 44929.21 Districts with over 250 ADA
- 44929.23 Districts with less than 250 ADA
- 44929.24 Teacher trainees
- 44929.28 Employment by another district
- 44948.2 Election to use provisions of Education Code
- 44948.3 Dismissal of probationary employees