

PROBATIONARY/PERMANENT STATUS

Probationary Status

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

The performance of each probationary employee shall be evaluated and assessed at least once every school year.

The Governing Board shall review this policy annually. (Education Code 35160.5)

(cf. 4115 - Evaluation/Supervision)
(cf. 4131 - Staff Development)

Permanent Status

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 44930-44988)

Legal Reference:

EDUCATION CODE

- 35160.5 Mandated policies*
- 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 of 250 ADA or more*
- 44929.23 Districts with less than 250 ADA*
- 44929.28 Employment by another district*
- 44930-44988 Resignations, dismissals and leaves of absence, especially:*
- 44948.2 Election to use provisions of Education Code 44948.3*
- 44948.3 Dismissal of probationary employees*

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)

Permanent Status

A probationary teacher who has been employed by the district in a position or positions requiring certification 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)

District Interns

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

Permanent status shall be granted to persons who have successfully completed their internship when they are rehired after having served the district for one year after their service as an intern. (Education Code 44885.5)

(cf. 4112.21 - District Interns)