

Certificated Personnel

Probationary/Permanent Status

Permanent status is granted by law to teachers who have satisfactorily passed a period of probationary service. Permanent personnel may continue in teaching positions if they keep their teaching certificate in force, remain free from communicable diseases, and are not dismissed for reasons specified in the state school law.

Permanent status applies only to teachers holding credentials issued by the Commission on Teacher Credentialing.

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

(cf. 4117.4 - Dismissal)
(cf. 4120 - Temporary and Part-time Personnel)
(cf. 4121 - Substitute Teachers)

Probationary Employees

Upon assignment to a school, a probationary certificated employee shall receive written 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 staff development program of the district. 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.

Evaluations will recognize potential special needs of probationary employees.

Legal Reference: (See next page)

Probationary/Permanent Status (continued)

Legal Reference:

EDUCATION CODE

- 35160.5 Mandated policies required by 12-1-84
- 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

Policy
adopted: December 1990

NORRIS SCHOOL DISTRICT
Bakersfield, California