

Certificated Personnel

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. (E.C. 35160.5)

The Principal has primary responsibility for ensuring that the needs of each probationary certificated employee assigned under his/her direction for assistance, further training, and evaluation are recognized and addressed.

Such assistance and training shall consist of but not be limited to:

1. Review and counseling with the employee's supervisor.
2. Individual training and/or assistance, as needed.
3. School level staff development.

Assistance and training may also include:

1. Referral to and work with a Mentor Teacher.
2. District-level staff development.
3. Participation in a professional growth program.

Assistance and training needs which are recognized by the supervisor, but which are beyond his/her ability to provide, shall be communicated to the division superintendent.

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. (E.C. 44929.21) (cf. 4117.4 - Dismissal) (cf. 4117.6 - Decision Not to Rehire) (cf. 4121 - Temporary/Substitute Personnel)

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. (E.C. 44929.28)

District Interns

A person employed as a District intern shall be classified as a probationary employee. (E.C. 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. (E.C. 44885.5) (cf. 4112.21 - District Interns)