

Certificated Personnel

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.

Pursuant to Education Code Section 35160.5, the Board of Education shall annually review this policy.

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. (E.C. 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

Adopted: (8/84 10/96) Santa Ana, CA