

CERTIFICATED PERSONNELProbation/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 certificates in force, remain free from communicable diseases, and are not dismissed for reasons specified in state school law.

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

In accordance with Education Code 44929.21(b), a probationary teacher who has been employed by the Office of Education for two (2) consecutive school years and is then rehired for the next succeeding school year shall become a permanent employee at the commencement of the third (3rd) school year.

Assistance to Probationary Personnel

During the probationary period, employees shall receive professional development and assistance which 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.

Evaluation and assessment of the performance of each probationary employee shall be made on a continuing basis, at least once every school year.

Dismissal/Nonreelection of Probationary Employees

At any time during a probationary employee's first year of employment, the Superintendent may give written notice to the employee of the decision not to reelect the employee for a second school year. If the Superintendent does not give written notice, the employee shall be deemed reelected for the next succeeding school year.

During the final year of the probationary period, the Board may decide not to reelect the employee for the following year, and shall so notify the employee in writing on or before March 15. If the Board does not give written notice on or before March 15, the employee shall be deemed reelected for the next succeeding school year. (Education Code 44929.21, 44948.5)

Such notices shall be delivered through personal service upon the employee, certified mail with return receipt, email, or another method which documents actual receipt of the notice by the employee.

Legal Authority

EDUCATION CODE

44850.1 No tenure in administrative or supervisory position

44908 Complete year for probationary employees

44910 Regional Occupational Program teachers

44911-44913 Service not computed in eligibility for permanent status

44915 Classification of probationary employees

44917-44921 Status of substitute or temporary employees

44929.21 Districts of 250 ADA or more

44929.28 Employment by another district

44930-44988 Resignations, dismissals and leaves of absence, especially:

44948.2 Election to use provisions of Section 44948.3

44948.3 Dismissal of probationary employees

Policy

Adopted: November 7, 1990

Revised: June 10, 2020

HUMBOLDT COUNTY OFFICE OF EDUCATION

Eureka, California