

Certificated Personnel

Probationary/Permanent Status

The District Governing Board desires to employ and retain highly qualified certificated personnel to implement the District's educational program.

**Probationary Status**

The performance of each probationary employee shall be evaluated on a continuing basis, at least once every school year. Evaluations will recognize potential special needs of probationary employees.

**Permanent Status**

A probationary teacher who has been employed by the District 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)

**District Interns**

A person employed as a District intern shall be classified as a probationary employee, unless hired to fill a temporary assignment. (E.C. 44885.5, 44909, 44918, 44919, 44920.)

**Dismissal/Nonreelection of Probationary Employees**

During the school year, a probationary employee may be suspended or dismissed only for cause and in accordance with District procedures. (E.C. 44948.3)

With proper notice, the District may, without cause, elect not to reemploy a probationary employee for the subsequent year. (E.C. 44929.21, 44929.23)

The Superintendent or designee shall provide the Board with recommendations regarding the nonreelection of probationary certificated personnel for the ensuing school year.

At any time during a probationary employee's first year of employment in the District, the District may give written notice to the employee of the District Governing Board's decision not to reelect the employee for a second school year. If the District 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 District Governing Board may determine not to reelect the employee for the following year, and the District shall so notify the employee in writing on or before March 15. If the District 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)

**BP 4116(b)**

Such notices shall be delivered through personal service upon the employee or another method which documents actual receipt of the notice by the employee within the specified timeframe(s).

Legal Reference:

EDUCATION CODE

44466 Status of university interns

44850.1 No tenure in administrative or supervisory position

44885.5 Status of District interns

44908 Complete year for probationary employees

44909 Classification of certificated employees in categorically funded projects; attainment of permanent status

44910-44913 Service not computed in eligibility for permanent status

44915 Classification of probationary employees

44917-44921 Status of substitute or temporary employees

44929.21 Release of probationary employees

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

44949 Cause, notice and right to hearing required for dismissal of probationary employee

44954 Release of temporary employees

44955 Reduction in number of permanent employees

ORANGE UNIFIED SCHOOL DISTRICT

Orange,

Adopted: (7-88 11-93 6-06) 10-20  
California