BP-4116 (a)

NONTENURED/TENURED STATUS

The School Board recognizes that new teachers need training, assistance and evaluations designed to increase their competency as teachers and to ensure that the best-qualified staff is retained by the district. To acquire tenure, all teachers must meet the eligibility requirements set out in AS 14.20.150.

A non-tenured teacher who has been employed by the district continuously for three consecutive school years, receives an evaluation in the third year demonstrating that the teacher's performance meets the District's performance standards, and who is offered a contract for the next succeeding school year shall achieve tenure in the district at the beginning of the fourth year, provided the teacher performs a day of teaching services in the fourth year. If a non-tenured teacher who has been employed in the district continuously for three consecutive school years and is currently on a *Plan of Improvement*, then tenure may be delayed by one year.

A teacher who has acquired tenure in the district but loses tenure because of a break in service may reacquire tenure in accordance with the provisions of AS 14.20.150(d) if the break in service was not the result of dismissal or non-retention and did not last longer than one year. A teacher returning from a break in service not lasting longer than one year will reacquire tenure at the beginning of the second consecutive year of reemployment, provided the teacher received an acceptable performance evaluation during the first year of re-employment, and provided the teacher performs a day of teaching services in the second year.

A teacher who has acquired tenure in another district in the state may acquire tenure in this district in accordance with the provisions of AS 14.20.150(e) if the teacher's break in service was not the result of dismissal or non-retention and did not last longer than one year. A previously tenured teacher who has been employed by the district continuously for two consecutive school years and who is then offered a contract for the next succeeding school year shall achieve tenure at the beginning of the third year, provided the teacher receives an evaluation in the second year of employment demonstrating that the teacher's performance meets the District's performance standards, and provided the teacher performs a day of teaching services in the third year. . If a previously tenured teacher who has been employed by the district continuously for two consecutive school years and and is currently on a *Plan of Improvement*, then tenure may be delayed by one year.

Legal References:

ALASKA STATUES
14.20.010 -.040 Teacher Certification
14.20.147 Transfer or Absorption of Attendance Area of Federal Agency School
14.20.150 Acquisition of Tenure Rights
14.20.155 Effect of Tenure Rights
14.20.160 Loss of Tenure Rights
14.20.165 Restoration of Tenure Rights
14.20.210 Authority of School Board or Department to Adopt Bylaws

14.20.215 Definitions

BP-4116 (b)

NONTENURED/TENURED STATUS

ALASKA ADMINISTRATIVE CODE
4 AAC 12.010 -.900 Certification of Professional Teachers
4 AAC 18.027 Acquisition of Tenure Rights: Less than Full-Time Teachers
4 AAC 18.900 Definitions

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