

BOARD OF TRUSTEES
HUMBOLDT COUNTY SCHOOL DISTRICT

POLICY 4075
PERSONNEL

PERFORMANCE EVALUATIONS – POST-PROBATIONARY LICENSED PERSONNEL

Each post-probationary, licensed teacher or administrator who receives an unsatisfactory (Effective until July 1, 2013), minimally effective, or ineffective (Effective July 1, 2013) evaluation for two consecutive school years shall be deemed a probationary employee for purposes of NRS 391.311 to 391.3197, inclusive and must serve an additional probationary period in accordance with NRS391.3197.

If a post-probationary teacher receives an unsatisfactory evaluation, the evaluation will include a written statement that 1) the employee will be evaluated three times in the next school year, 2) if either the first or second evaluation during the second year is unsatisfactory, the employee may request another evaluator.

As provided in NRS 391.31965, if a post-probationary employee of a school district or charter school in Nevada voluntarily leaves his/her employment and within five years after the date on which s/he left that employment, is employed in a position that is comparable to the position in which s/he attained his/her post-probationary status, s/he will be allowed to continue as a post-probationary employee and must not be required to serve a probationary period. This provision does not apply to a post-probationary employee who voluntarily left his/her employment during the pendency or a proceeding for his/her suspension, demotion, dismissal, or refusal to reemploy.

Reference: NRS 391.3125, NRS 391

Addendum

For the 2014-2015, the Humboldt County School District will implement a modified NEPF evaluation, which shall include student academic achievement as required in NRS 391.31214. The evaluative process will be conducted in such a manner that provides for an “objective evaluation in narrative form” and provides a binary designation as either satisfactory or unsatisfactory. Further modifications to the evaluative process will be considered upon finalization of the NEPF by the Nevada Department of Education.