

**PROBATIONARY/PERMANENT STATUS**

**Probationary Status**

Upon assignment to a school, a probationary certificated employee shall receive assurance that his/her potential need for training, assistance and evaluation is recognized. (Education Code 35160.5)

Probationary employees shall receive training, assistance and evaluations consistent with their needs as new teachers and shall be given the opportunity to increase their competency as teachers through the district's staff development program. Such training and assistance may consist of inservice training and/or meetings with the employee's evaluator to discuss areas of excellence and areas requiring improvement. Inservice training may be provided during school hours as part of a comprehensive staff training program.

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

(cf. 4115 - Evaluation)  
(cf. 4131 - Staff Development)

**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. (Education Code 44929.21)

(cf. 4117.4 - Dismissal)  
(cf. 4117.41 - Decision Not to Rehire)  
(cf. 4120 - Temporary and Part-time Personnel)  
(cf. 4121 - Substitute Teachers)

## PROBATIONARY/PERMANENT STATUS

### Legal Reference:

#### EDUCATION CODE

- 44325 District intern certificates
- 44328 Credentials; awarding to interns
- 44830.3 Employment of district interns
- 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 with over 250 ADA
- 44929.23 Districts with less than 250 ADA
- 44929.24 Teacher trainees
- 44929.28 Employment by another district
- 44948.2 Election to use provisions of Education Code 44948.3
- 44948.3 Dismissal of probationary employees