

Required Probationary Period

Unless limited to a single full-year probationary contract based on years of experience before District employment, all professional employees in positions eligible to receive a probationary contract must complete at least three one-year probationary contracts before they are eligible to receive a term contract.

Late Hires

Professional employees in positions eligible to receive a probationary contract who are hired not later than the first day of instruction shall receive a probationary contract; however, no portion of service under that contract will fulfill any portion of a probationary contract period required as a prerequisite to the issuance of a term contract. Professional employees in positions eligible to receive a probationary contract who are hired after that date shall be initially employed by an employment agreement. [See DCE]

Eligible Positions

As of the effective date of this policy, January 1, 2008, the Board shall employ under probationary contracts only the following categories of professional employees:

1. Classroom teachers, i.e., those educators who teach in an academic instructional setting or a career and technical instructional setting not less than an average of four hours each day.
2. Principals, i.e., those educators assigned to be the instructional leader of a campus.
3. Librarians, i.e., those educators assigned as full-time librarians to one or more campuses.
4. Counselors, i.e., those educators assigned as full-time counselors to one or more campuses.
5. Nurses, i.e., those registered nurses assigned as full-time nurses to one or more campuses.
6. Other professional employees who are required by the District to hold an educator certificate as a teacher, principal, librarian, counselor, diagnostician, or Superintendent.

Transition

Employees assigned or employed in categories or positions other than those listed above and who are employed under a probationary contract on the effective date of this policy may be affected as follows:

1. Employees who, because of their years of experience in public education, are limited to a one-year probationary period and who are otherwise recommended to continue in employment shall receive a term contract for the following school year.

2. Employees who are serving a third one-year probationary contract, about whom there are no doubts regarding receipt of a term contract, and who are otherwise recommended to continue in employment shall receive a term contract for the following school year.
3. Employees who, because of their years of experience in public education, would have been eligible under prior policy to be employed under probationary contracts for more than one year prior to the adoption of this policy and who are otherwise recommended to continue in District employment for the following school year shall be terminated from the probationary contract at the end of current contract period, in accordance with Education Code 21.103(a), and shall be offered employment under an employment agreement. [See DCE]