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**Note:** This policy applies only to employees whose contracts are governed by Chapter 21 of the Education Code.

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**Eligible Positions**

Each of the following persons shall be employed under a probationary contract when the person is employed by the Department for the first time or if the person has not been employed by the Department for two (2) consecutive school years.

1. Principals
2. Assistant Principals
3. Teachers
4. Counselors
5. Full-time School Nurses

**Maximum Duration**

A probationary contract may be renewed for two (2) additional one-year periods, for a maximum permissible probationary contract period of three (3) school years, except the probationary period may not exceed one (1) year for a person who has been employed as a teacher in public education for at least five (5) of the eight (8) years preceding employment by the Department.

**Exception**

A probationary contract period may extend beyond the third consecutive year of employment if, during the third year of the probationary period, the Board determines that it is doubtful whether a term contract should be given. If the Board makes such a determination, the Department may make a probationary contract for the fourth consecutive school year.