

Santa Barbara Unified School District Board Policy

BP 4116

Certificated Personnel

PROBATIONARY/PERMANENT STATUS

Probationary Status

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

The performance of each probationary employee shall be evaluated and assessed at least once every school year.

(cf. 4115 - Evaluation/Supervision)

(cf. 4131 - Staff Development)

Permanent Status

Granting of permanent status shall be based on completion of the probationary period in accordance with applicable law. Employees granted permanent status acquire specific rights under the Education Code, including those relating to discipline and dismissal. (Education Code 44932-44988)

(cf. 4117.4 - Dismissal)

(cf. 4117.6 - Decision Not to Rehire)

Legal Reference:

EDUCATION CODE

44466	<i>Status of university interns</i>
44850.1	<i>No tenure in administrative or supervisory position</i>
44885.5	<i>Status of district interns</i>
44908	<i>Complete year for probationary employees</i>
44911-44913	<i>Service not computed in eligibility for permanent status</i>
44915	<i>Classification of probationary employees</i>
44917-44921	<i>Status of substitute or temporary employees</i>
44929.20	<i>Continuing contracts (not to exceed four years - ADA under 250)</i>
44929.21	<i>Districts of 250 ADA or more</i>
44929.23	<i>Districts with less than 250 ADA</i>
44929.28	<i>Employment by another district</i>
44930-44988	<i>Resignations, dismissals and leaves of absence, especially:</i>
44948.2	<i>Election to use provisions of Section 44948.3</i>
44948.3	<i>Dismissal of probationary employees</i>

SANTA BARBARA UNIFIED SCHOOL DISTRICT
Santa Barbara, California January 26, 2010