



Huntington Beach Union High School District Board Policies and Administrative Regulations

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Certificated Personnel

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.

The Governing Board shall review this policy annually.

Permanent Status

Permanent status is granted by law to teachers who have satisfactorily passed a period of probationary service. Permanent personnel may continue in teaching positions if they keep their teaching certificate in force, remain free from communicable diseases, and are not dismissed for reasons specified in the state school law.

Permanent status applies only to teachers holding regular credentials issued by the Commission on Teacher Credentialing.

A person who has achieved a permanent status as a certificated employee in another school district may be employed by the Governing Board as a permanent certificated employee. (Education Code 44886)

A probationary employee who has been employed by the district for two (2) consecutive school years and is then rehired for the next succeeding school year shall become a permanent employee at the commencement of the third (3rd) year. On or before March 15 of the employee's second complete consecutive year, the Governing Board shall notify the teacher of its decision to rehire

Certificated Personnel

Permanent Status (continued)

or not to rehire him/her for the next year. If the Board does not give notice on or before March 15, the teacher shall be rehired for the next school year. (Education Code 44882(b))

Legal Reference:

EDUCATION CODE

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44929.21

44929.28

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44948.2

44948.3

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