

# **PERS3.1 - Employment Practices: Continuing and Probationary Contracts**

---

## **P - Personnel**

---

### **PROFESSIONAL STAFF PROBATIONARY AND CONTINUING STATUS**

#### **Definitions:**

##### **Probationary Teacher:**

A certificated teacher who is not a continuing teacher. This typically includes teachers in their first three (3) consecutive school years of employment with the District or those who have been designated in the lowest performance classification and are working to regain continuing status.

##### **Continuing Teacher:**

A certificated teacher who:

- Has been employed by the District for three (3) consecutive school years, and;
- Has not been designated in the lowest performance classification for the previous school year, or has regained continuing status after being designated as a probationary teacher.

#### **Status Reversion:**

A continuing teacher becomes a probationary teacher in the school year following a designation in the lowest performance classification. They will remain a probationary teacher until they achieve a performance classification in one of the two (2) highest performance classifications.

#### **Administrators:**

Administrators are not covered under the terms of the teacher appointment and termination statutes and do not accumulate credit toward continuing status. Their employment is subject to separate contractual agreements and performance evaluations.