

Probationary/Permanent Status

Probationary Status

Fresno Unified is a place where diversity is valued and educational excellence and equity are expected.

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. On or before November 1 of each school year, the building site principal or designee shall meet with each teacher of two or fewer years of teaching experience for the purpose of developing goals and objectives and determining the teacher's needs for training, assistance and evaluation.

(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)

A probationary teacher who has been employed by the district in a position or positions requiring certification for two complete consecutive school years and is then rehired for the next succeeding school year shall become a permanent employee at the beginning of the third year. (Education Code [44929.21](#))

(cf. [4117.4](#) - Dismissal)

(cf. 4117.6 - Decision Not to Rehire)

A year of service is defined as 75% of the number of days of service for a regular school year.

Probationary Employees

Upon assignment to a school, a probationary certificated employee shall receive written assurance that his/her potential need for training, assistance and evaluation is recognized. (Education Code [35160.5](#))

The Board shall review this policy annually.

(cf. [4115](#) - Evaluation)

(cf. [4131](#) - Staff Development)

Legal Reference:

EDUCATION CODE

[44466](#) Status of university interns

[44850.1](#) No tenure in administrative or supervisory position

[44885.5](#) Status of district interns

[44908](#) Complete year for probationary employees

[44911-44913](#) Service not computed in eligibility for permanent status

[44915](#) Classification of probationary employees

[44917-44921](#) Status of substitute or temporary employees

[44929.20](#) Continuing contracts (not to exceed four years - ADA under 250)

[44929.21](#) Districts of 250 ADA or more

[44929.23](#) Districts with less than 250 ADA

[44929.28](#) Employment by another district

[44930-44988](#) Resignations, dismissals and leaves of absence, especially:

[44948.2](#) Election to use provisions of Section 44948.3

[44948.3](#) Dismissal of probationary employees

Policy FRESNO UNIFIED SCHOOL DISTRICT

adopted: June 25, 1992 Fresno, California

revised: September 14, 1995

revised: February 13, 1997

revised: October 8, 1998

Admin reviewed: October 24, 2014