

Personnel -- Certified

Probationary/Tenure Status

Certified personnel shall be considered on probationary status until they obtain tenure. Certified personnel may attain tenure upon completion of forty school months of full-time continuous employment for this Board of Education. The calculation of continuous employment shall be as stipulated in C.G.S. 10-151, as amended.

Any teacher who has attained tenure previously with any Board of Education and whose employment with such Board ends for any reason, and is reemployed by such Board, or is subsequently employed by any other Board, shall attain tenure after completion of twenty (20) school months of continuous employment. However, tenure may not be obtained under these circumstances should, prior to completion of the twentieth month following commencement of employment by such Board, such teacher has been notified in writing that his/her contract will not be renewed for the following school year, or if for a period of five or more calendar years immediately prior to such subsequent employment, such teacher has not been employed by any Board of Education.

Definitions

“Continuous employment” means that time during which the teacher is employed without any break in employment as a teacher for the same Board of Education.

“School month” means any calendar month other than July or August in which a teacher is employed as a teacher at least one-half of the student school days.

“Teacher” shall include each certified professional employee below the rank of Superintendent employed by a Board of Education for at least ninety days in a position requiring a certificate issued by the State Board of Education.

Continuation or Termination of a Contract

The Board of Education will expect thorough and competent evaluations of all personnel before they become candidates for tenure. This requires critical evaluation at four stages for personnel who receive tenure after forty (40) months.

1. At the time of selection.
2. During the first year when emphasis on self-evaluation will help the teacher decide whether he/she commands the necessary skills to continue in the profession.
3. During the second and third year when emphasis is on whether the first year's success can be sustained and developed.
4. During the fourth year when it must be determined whether the teacher will be a permanent asset to the staff.

Personnel -- Certified

Probationary/Tenure Status (continued)

Teachers Working Under Cooperative Arrangements

Teachers working under cooperative arrangements recognized in statute retain their credited service toward tenure with a board of education if their service is transferred to a committee administering a cooperative arrangement and the District is part of the committee. Also permitted is allowing a teacher with tenure at a district to be considered as having continuous employment for tenure purposes if the teacher becomes employed under a cooperative arrangement in which the district participates.

(cf. 4115 - Evaluation/Supervision)

(cf. 4117.4 - Dismissal/Suspension)

Legal Reference: Connecticut General Statutes

10-151 Employment of teachers. Definitions. Notice and hearing on failure to renew or termination of contract. Appeal, as amended by PA 10-111.

10-158a Cooperative arrangements among towns. School building projects. Student transportation.

P.A. 11-135 An Act Concerning Implementation Dates for Secondary School Reform

Policy adopted: June 26, 2006
Policy revised: October 24, 2011

EAST HAMPTON PUBLIC SCHOOLS
East Hampton, Connecticut