

FAIRFIELD AREA SCHOOL DISTRICT

PROBATIONARY PERIOD

3430

- 3430.1 The Board envisions the probationary period as an opportunity to determine the adequacy of the initial selection and placement, evaluate the development of new employees through careful supervision and most important, selectively eliminate those who cannot meet the standard of excellence demanded by the profession.
- 3430.2 The Board shall use as its guide the requirements and procedures as outlined in Article XI, Section 1108 of the School Laws of Pennsylvania in granting tenure to temporary professional employees.
- 3430.3 In order to gain permanent status within the school system, a teacher must gain tenure in the manner prescribed by the statutes and in addition must fulfill the requirements mandated in making his teaching certificate permanent.
- 3430.4 In addition to the statutes, the Board encourages final ratings to show consideration of the teacher's own code of professional ethics.
- 3430.5 If continued employment of a particular teacher is not in the best interest of the educational program the Board is not only justified in refusing tenure but is in fact obligated to make certain that this person is not permitted to teach in the District.
- 3430.6 A temporary professional employee who is given a final rating of satisfactory over the last four months of the second year of the probationary period shall henceforth be a "professional employee." The attainment of this status shall be duly recorded in the minutes of the Board and written notification be sent to the employee.
- 3430.7 Copies of ratings and letters of evaluation shall be placed in each teacher's personnel file and kept in the Superintendent's office.

Adopted December 4, 1995