

SUBJECT: PROBATION AND TENURE

Probation

Certified staff members shall be appointed to a probationary period by a majority vote of the Board of Education upon recommendation of the Superintendent of Schools.

Full-time certified staff members shall be appointed to a probationary period of four (4) years. However, the probationary period shall not exceed three (3) years for teachers previously was not dismissed from the former district and received an APPR rating pursuant to Section 3012-c or Section 3012-d of the Education Law in his or her final year of service in the district or BOCES. Additionally, up to two (2) years of service as a regular substitute teacher may be applied towards probationary service, if the teacher received APPR ratings in each of the years for which credit is granted for sub service. This is sometimes referred to as Jarema Credit.

During the probationary period, a member shall be given assistance in adjusting to the new position, but the essential qualifications for acceptable performance shall be assumed because of the possession by the member of the required certification or license.

Tenure

Within six months prior to the expiration of the applicable probationary period, the Superintendent shall make a written report to the Board recommending for appointment to tenure those certified staff members successfully completing a probationary period in the Union Springs Central School District. The Board may then by a majority vote appoint on tenure any or all of the persons recommended by the Superintendent.

The Board will follow all applicable statutes regarding tenure.

Resolutions Making Appointments

Each resolution making a probationary appointment or an appointment on tenure will specify:

- a) The name of the appointee;
- b) The tenure area or areas in which the professional educator will devote a substantial portion of his/her time;

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POLICY

2017

6213

2 of 2

Personnel

SUBJECT: PROBATION AND TENURE

- c) The date of commencement of probationary service or service on tenure in each such area;
- d) The expiration date of the appointment, if made on a probationary basis; provided that for appointments of classroom teachers and building principals made on or after July 1, 2015, the resolution must reflect that, except to the extent required by the applicable provisions of Education Law Sections 2509, 2573, 3212 and 3014, in order to be granted tenure, the classroom teacher or building principal shall have received composite or overall annual professional performance review ratings pursuant to Education Law Section 3012-c and/or 3012-d of either effective or highly effective in at least three of the four preceding years and if the classroom teacher or building principal receives an ineffective composite or overall rating in the final year of the probationary period, he or she shall not be eligible for tenure at that time. For purposes of this subparagraph, classroom teacher and building principal means a classroom teacher or building principal as such terms are defined in Sections 30-2.2 and 30-3.2 of the Commissioners Regulations; and
- e) The certification status of the appointee in reference to the position to which the individual is appointed.

Education Law Sections 2509, 3012 and 3031
8 New York Code of Rules and Regulations
(NYCRR) Part 30

Revised: 6/23/97; 5/28/02, 1/9/17