

POLICY

Spencerport Central School District

Personnel

SUBJECT: PROBATION AND TENURE

Probation

Certificated 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 certificated staff members shall be appointed to a probationary period of four (4) years. The probationary period shall not exceed three (3) years for teachers previously appointed to tenure in this or another school district or BOCES within the state, provided that the teacher was not dismissed from the former district or BOCES, and met the required annual professional performance review (APPR) rating in his/her final year of service there. Additionally, up to two (2) years of service as a regular substitute teacher may be applied towards probationary service. (This is sometimes referred to as Jarema Credit.)

During the probationary period, a member will be given assistance in adjusting to the new position, but the essential qualifications for acceptable performance will be assumed because the staff member attained the required certification or license. A staff member's appointment may be discontinued at any time during his/her probationary period upon the recommendation of the Superintendent and by majority vote of the Board.

Tenure

Certificated non-teaching staff members successfully completing a probationary period in the Spencerport Central School District may be recommended by the Superintendent of Schools to the Board of Education for tenure appointment.

Certificated teachers and principals may be recommended for tenure where their service has been found competent, efficient, and satisfactory, and who have received the APPR rating of effective or highly effective in at least three of the preceding four years. An APPR rating of ineffective in the final probationary year will prevent appointment on tenure but the Board may extend that teacher or principal's probationary time by an additional year. When the initial probationary period expires, a teacher or principal will remain on probationary status until the end of the school year in which he/she receives APPR ratings of effective or highly effective. The Board may also grant tenure contingent upon a teacher or principal's receipt of a minimum APPR rating in the final probationary year.

The Board will follow all applicable laws and regulations regarding tenure.

NY Education Laws §§ 2509, 2573, 3012, 3012-c, 3012-d, and 3031

Adopted: 6/22/99

Revised: 6/12/18