

**EL DORADO UNION HIGH SCHOOL DISTRICT  
BOARD POLICY**

**Certificated Personnel**

**PROBATIONARY/PERMANENT STATUS  
BP 4116**

**PROBATIONARY STATUS**

Probationary employees shall receive training, assistance and evaluations consistent with their needs as new teachers. Such training and assistance may consist of in-service training and/or meetings with the employee's evaluator to discuss areas of strength and areas requiring improvement. In-service 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.

*(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)*

**Legal Reference:**

*EDUCATION CODE*

*35160.5 Mandated policies required by 12/1/84*

*44325 District intern certificates*

*44328 Credentials; awarding to interns*

*44830.3 Employment of district interns*

*44850.1 No tenure in administrative or supervisory position*

*44885.5 District interns as probationary or permanent employees*

*44908 Complete year for probationary employees*

*44915 Classification of probationary employees*

*44929.20 Continuing contracts (not to exceed four years - ADA under 250)*

*44929.21 Districts with over 250 ADA*

*44929.23 Districts with less than 250 ADA*

*44929.24 Teacher trainees*

*44929.24 Teacher trainees*

*44929.28 Employment by another district*