

PERSONNEL

PROFESSIONAL PERSONNEL - PROBATION AND TENURE

When first employed in the District, a licensed staff member in a full-time teaching position shall be placed on probationary status. The probationary period shall be four (4) consecutive school terms before the teacher shall enter upon contractual continued service. The administration shall make a recommendation to the Board about re-employment of the staff member.

If the employee's contract is not to be renewed during the first three years of probationary service, the Board shall notify the employee in writing, at least forty-five (45) days prior to the end of the school term.

For the purpose of determining contractual continued service, the first probationary year shall be any full time employment from a date before November 1 through the end of the school year.

In order to properly evaluate probationary teachers for contract renewal and continued employment (tenure), it is essential that probationary teachers be regularly and consistently present in their assigned positions during the school year.

First year teachers will be granted a year of probationary service in accordance with the Illinois School Code.

If the employee's contract is not to be renewed after the fourth year of service, the Board shall notify the employee in writing, by certified mail, return receipt requested, giving the reasons(s) for this decision, at least forty-five (45) days prior to the end of the school term.

LEGAL REF.: Illinois School Code, Sec. 24-11 (105 ILCS 24-11).

Adopted: March 10, 1983
Revised: December 8, 1988
Revised: March 9, 1995
Revised: March 12, 1998
Revised: April 11, 2002
Revised: July 24, 2003
Revised: September 25, 2014