

# LODI UNIFIED SCHOOL DISTRICT

## Policy 4116

### Personnel

#### Probationary/Permanent Status

##### **Probationary Status**

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

The Board of Education shall review this policy annually.

##### **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.

Legal References: Education Code  
35160.5 Mandated policies  
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  
44929.28 Employment by another district  
44930-44988 Resignations, dismissals and leaves of absence, especially:  
44948.2 Election to use provisions of Education Code 44948.3  
44948.3 Dismissal of probationary employees

Policy  
adopted: 04/21/98

