

TENURE

CERTIFICATED PERSONNEL

The East Baton Rouge Parish School Board shall grant tenure to certified teachers who have successfully completed a probationary term of three (3) calendar years from the date of their appointment as certified employees within the school district. If not notified in writing by the School Board at, or before, expiration of the probationary period that he or she has been discharged, such teacher shall automatically become a regular and permanent teacher. The term **teacher** as used herein is defined to mean and include all professional employees of the system who hold permanent teaching certificates and whose job descriptions require the holding of such certificates. The probationary period begins on the date of issuance of certification for that professional employee, or the date of hire, whichever is later, and ends on the first regular school day for teachers of the fourth year of employment.

The laws of tenure are applicable to teachers, principals, assistant principals, supervisors and other appropriate personnel. Teachers with extracurricular assignments acquire tenure as teachers but not in their extracurricular assignment. Teachers who have been promoted and as a result have entered into an administrative contract with the Board shall not be eligible to acquire tenured status in the position to which promoted but shall retain permanent status in their former tenured positions.

Substitute teachers, those in federally funded programs, and those teaching on a "T" certificate or special certification waiver cannot acquire tenure.

BUS OPERATORS

Tenure shall be granted bus operators in accordance with state law. The law specifies that bus operators shall serve a probationary term of three (3) years reckoned from the date of first employment by the system, provided bus operators personally operate and drive the school bus they are employed to operate. Upon absence of notification of dismissal within that time, the employee becomes a permanent employee, with tenure in the system.

OTHER SUPPORT EMPLOYEES

No tenure is granted by law to other school employees of the East Baton Rouge Parish School Board. **School employee** is defined as any employee who is not certified to teach or is not employed as a bus driver.

Ref: La. Rev. Stat. Ann. ' ' 17:411 et seq., 17:441 et seq., 17:492 et seq., 17:1205, 17:1213, 17:1217.