

TEACHER STAFF PROBATION AND TENURE

The superintendent or designee shall recommend employment for the teacher staff, maintain personnel records, administer leaves, evaluate performance, keep the Board apprised of the performance of District employees and take action when necessary to discipline or terminate employees. If a question exists as to when a teacher will earn tenure or whether an employee is tenured, the superintendent or designee is authorized to contact the District's attorney for advice.

Definitions

The following definitions shall apply in the administration of District policies and are intended to merely summarize the legal definitions under Missouri law. If for any reason the following definitions contradict Missouri law, the legal definitions will control in the application of District policy:

Teacher: Any school district employee regularly required to be certified under laws relating to the certification of teachers, except the superintendent(s), assistant superintendents and all other persons regularly performing supervisory functions as their primary duty, but including certified teachers who teach at the pre-kindergarten level within a pre-kindergarten program in which no fees are charged to parents or guardians.

Permanent Teacher: Teacher who meets the definition of a "permanent" teacher in the Missouri Teacher Tenure Act, including:

- Teachers who have been employed as a teacher in Special School District for five (5) successive years and who continue to be employed by the District.
- Teachers who were tenured in the District, resigned or were permanently separated from employment by the District, and were re-employed by the District. Once re-employed, the first school year is probationary. However, if the employee is employed for the succeeding year, the employment constitutes a permanent (tenured) contract.
- Any teacher employed under a part-time contract by the District shall accrue credit toward permanent or tenured status on a prorated basis.
- Any permanent or tenured teacher who consents to be promoted to a supervisory position, including principal or assistant principal, or who is first employed by the District as a principal or assistant principal, will not have permanent status in such position, but will retain tenure in the position previously held within the District, or, after serving two (2) years as principal or assistant principal, will have tenure as a permanent teacher of the District.
- Teachers who have been employed in any other school system as a teacher for two (2) or more years, who have been employed as a teacher in the District for four (4) successive years and who continue to be employed by the District.

Probationary Teacher: Any teacher as herein defined who is not classified as a “permanent” or “tenured” teacher by law.

Adopted: March 11, 1997

Revised: April 24, 2001
May 27, 2003
May 11, 2010

Cross Refs:

Legal Refs: §168.101-.130, – RSMo.