

POLICY—410.8—PROVISIONAL STATUS LICENSED PERSONNEL

	<i>DISTRICT CODE:</i> 410.8	<i>ADOPTED:</i> 5.16.2017 (NEG)
	<i>RESCINDS:</i> GCJA	<i>ADOPTED:</i> 7.10.07

BOARD POLICY

1. The Board of Education recognizes the need to establish a policy for provisional instructional staff (licensed) employees. It is the policy of the Board that all licensed employees have three (3) years of provisional employment. Provisional licensed employees may be given career status upon recommendation of the Superintendent when all of the provisional status requirements outlined below are met.
2. The Board authorizes the Superintendent and District Administration to develop administrative regulations consistent with this policy.

	<i>ADMIN-REG:</i> 410.8-1	<i>APPROVED:</i> 5.16.17
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ADMINISTRATIVE REGULATION—410.8-1:

1. Provisional Status
 - 1.1. Licensed employees entering or returning to the system shall be placed on first year provisional status for a provisional period of three (3) years.
 - 1.2. Provisional licensed employees may be recommended for career status after they have:
 - 1.2.1. completed the required year(s) of provisional service, and
 - 1.2.2. successfully met the criteria outlined in Policy—400.31—Evaluation of Licensed Personnel each contract year of provisional status.
 - 1.3. Provisional Status Exception: Provisional licensed employees who have successfully taught a minimum of three consecutive years in an accredited school/district, may be recommended for career status after they have:
 - 1.3.1. Completed a minimum of one (1) year of provisional service;
 - 1.3.2. Successfully met the criteria outlined in Policy—400.31—Evaluation of Licensed Personnel;
 - 1.3.3. Been recommended by the employee’s supervisor for provisional status exception; and
 - 1.3.4. Received approval by the Director of Human Resources.
 - 1.4. An employee’s provisional status may be extended an additional two (2) consecutive years at the recommendation of the employee’s supervisor and approval from the Director of Human Resources. Circumstances under which a licensed employee's provisional status may be extended include, but not limited to:

<ul style="list-style-type: none"> 1.4.1. less-than-perfect score on a performance evaluation; or 1.4.2. receipt of complaint(s) or expression(s) of concern from a parent, District employee, student, or member of the community that creates uncertainty about the employee’s professionalism, performance, or character; 1.4.3. declining student enrollment in the district or in a particular program or class; 1.4.4. the discontinuance or substantial reduction of a particular service or program; or 1.4.5. budgetary concerns. 1.5. Provisional employees are not entitled to employment beyond the end of the term of the present contract. 1.6. A District employee who accepts another position that is substantially different from the position in which career status was achieved (e.g., a licensed educator who accepts a position as an administrator) is returned to provisional status in the new position. 2. Provisional Service <ul style="list-style-type: none"> 2.1. Full or half-time provisional employees who work fifty (50) percent or more of the required contract days in a year shall receive one (1) year of provisional service credit. 2.2. The required years of provisional employment must be served consecutively, with the following exception: <ul style="list-style-type: none"> 2.2.1. Employees taking approved leave, prior to obtaining career status, will receive credit for the provisional time served provided the employee returns to work at the conclusion of the leave.
<p><u>EXHIBITS</u> None</p>
<p><u>REFERENCES</u> None</p>
<p><u>FORMS</u> None</p> <p><i>CANYONS BOARD OF EDUCATION</i></p>

This online presentation is an electronic representation of the Canyons School District’s currently adopted policy manual. It does not reflect updating activities in progress. The official, authoritative manual is available for inspection in the office of the Superintendent located at 9361 South 300 East Sandy, UT 84070.