

Section 5000 – Personnel

5500 Teaching Staff Probation and Tenure

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All teachers during the first five full school years of employment shall be on probation, unless he or she has previously received tenure at another Michigan School District.

The Superintendent will ensure that the probationary teacher is provided with an individualized development plan (IDP) and given an annual year-end performance evaluation, in accordance with the provisions of the Teachers' Tenure Act. Tenure

Teachers attain continuing tenure, as a matter of law, after the satisfactory completion of their probationary period. Once tenure has been attained, the teacher shall remain on continuing tenure as provided for under current law. Continuing tenure will not be granted for any annual assignment of extra duty for extra pay.

No Administrative Tenure

Teachers assigned to an administrative position who have acquired continuing tenure do not have tenure in the administrative position but will retain continuing tenure status in their teaching position.

Administration of Tenure

Provisions for evaluation of administrators and teachers are a priority of the Board. The Superintendent is responsible for developing procedures in agreement with state law.

See also Board Policy #5540 Suspension and/or Dismissal of Professional Staff

Approved: June 29, 2009

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LEGAL REF: MCL 38.71 *et seq.*