

*Tenure*

Definitions:

For the purpose of this Administrative Regulation and associated Policy, the following definitions apply:

**Temporary professional employee (TPE):** any individual who has been employed to perform, for a limited time, the duties of a newly created position or of a regular professional employee whose services have been terminated by death, resignation, suspension or removal.

Temporary professional employees shall for all purposes, except tenure status, be viewed in law as full-time employees, and shall enjoy all the rights and privileges of regular full-time employees.

**Professional employee (PE):** A certified employee who dedicates one-half (1/2) of their time, or more, to teaching or other direct educational activities, such as classroom teachers, demonstration teachers, museum teachers, counselors, librarians, school nurses, dental hygienists, home and school visitors, and other similar employees, certificated in accordance with the qualifications established by the State Board of Education.

Tenure Requirements:

Per 24 P.S. § 11-1121, to receive tenure, a teacher must have:

- Status as a TPE
- Three years of continuous service while employed by the District
- A "satisfactory" rating in the last four months of their third year as a temporary professional employee

Time that does not count towards a TPE's three years of continuous service:

- Time spent teaching as a TPE in another district
- Time spent short-term substitute teaching
- The duration of a leave of absence if such leave is equal to or greater than their school's grading period (i.e. semester, trimester, etc.).

Attainment of Tenure:

Upon receipt of tenure, an employee shall be notified of their status in writing, and such tenure attainment shall be recorded in Board meeting records. Tenure status is not predicated upon these actions, however; once a TPE successfully satisfies all statutory requirements, they shall automatically receive tenure. After attainment of tenure status, a temporary professional employee must be tendered a regular professional employee contract.