

## PROBATIONARY AND NON-PROBATIONARY TEACHER CONTRACT STATUS

The Superintendent may employ a teacher on a non-probationary contract basis who has completed a probationary period upon nomination by the Superintendent and approval by the School Committee. The probationary period of a teacher shall not exceed two years.

The eligibility of a probationary teacher for candidacy for nomination for non-probationary contract status shall at a minimum require:

1. A preliminary evaluation that the probationary teacher commands the necessary skills to continue in the profession; and
2. A subsequent evaluation that such preliminary success can be sustained and developed and that the probationary teacher will be a permanent asset to the staff.

If the Superintendent decides not to nominate a probationary teacher for another teaching contract, due notice of the Superintendent's decision shall be given to the probationary teacher in accordance with State Law.

A probationary teacher shall be on not more than a one-year contract at any time during the probationary period. Thereafter, a non-probationary contract, if granted, shall be for not less than two years and shall be extended automatically for one year and similarly in subsequent years unless written notice to the contrary is received by the non-probationary teacher at least six months before the terminal date of the then-current contract.

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Effective date: February 1, 1993

SANFORD SCHOOL DEPARTMENT