

POLICY

SOMERSET COUNTY
BOARD OF EDUCATION

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Subject:
Tenure for Unit I
Employees

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1. PURPOSE

This policy defines the process of obtaining tenure for Unit I employees.

2. POLICY

- A. The probationary period “shall cover a period of three years from the date of employment”. Satisfactory completion of the probationary period will result in granting tenure status.
- B. The probationary period “may be extended for a fourth year from the date of employment if ...the employee demonstrates strong potential for improvement”. COMAR 13A.07.01. Satisfactory completion of the probationary period will result in granting tenure status.
- C. To extend probation of a non-tenured teacher, an employee hired before January 1, must be notified by Human Resources on or by May 1 of the employment year. An employee hired on or after January 1 must be notified before 60 days of the anniversary date of any non-tenured employment year.
- D. If the probationary period is extended for a fourth year, the Principal with assistance from the instructional division will provide an action plan and a mentor that will assist the employee to improve.
- E. “In order to gain tenure, the certificated employee shall, at a minimum, earn an overall year-end evaluation rating of satisfactory or better in the last year of probation.” COMAR 13A.07.01. Satisfactory completion of the probationary period will result in granting tenure status.
- F. Employees hired prior to January 1 of a school year receive tenure at the beginning of the fourth school year unless placed on a fourth year of probationary status.

- G. Employees hired on or after January 1 of a school year receive tenure on the third anniversary date unless placed on a fourth year of probationary status.
- H. An employee on a Provisional Contract shall not be tenured. However, satisfactory experience earned on a Provisional Contract may be credited toward tenure.
- I. If an employee fails to renew the SPC I/II or APC and is issued a Provisional Certificate, he or she breaches the Regular Contract and loses tenure. When the Professional Certificate is regained, a new Regular Contract is issued and tenure is again granted once three years of satisfactory experience have been completed.
- J. The two year satisfactory experience earned on a Provisional Contract may be credited toward tenure. However, a person who is not eligible for SPC I, SPC II or APC at the end of the two year period will not be eligible for tenure until one year beyond the start of the next year or one year beyond the starting date of hire anniversary pending satisfactory evaluation.
- K. An employee who has tenure from another Maryland county and is hired at Somerset County Public Schools will have to work one year in Somerset County Public Schools with satisfactory experience in order to achieve tenure.

Reference: Annotated Code of Maryland
6-202 (B) (1)-(3) and the Code of Maryland Regulations (COMAR) 13A.07.01.05E and
13A.07.02.01 (Certificated Employees Contracts)