

REGULATION

MONTGOMERY COUNTY PUBLIC SCHOOLS

Related Entries: GJB-RA, GJB-RC, Negotiated Agreement

Responsible Office: Human Resources

Tenure of Teachers

I. PURPOSE

To define tenure and outline the procedures for teachers to attain and maintain tenure

II. DEFINITION

Tenure is the employment status of a teacher who has completed two consecutive years of successful experience in MCPS, who has been issued a regular contract, who has completed appropriate course requirements outlined at the time of initial employment, and who is reemployed with MCPS for the following year. Tenure continues until termination according to the terms of the contract.

III. PROCEDURES

A. Evaluation

Before a teacher is granted tenure, evaluations are conducted in accordance with Maryland State Board of Education requirements and procedures outlined in the Professional Growth System (teacher level).

B. Probationary Period

Teachers serve a two-year probationary period prior to achieving tenure in accordance with the provisions of their regular contract as noted in the *Code of Maryland Regulations* (13A.07.02.01B). If the teacher continues in his or her assignment with a regular contract, and meets performance standards, he or she will be granted tenure. If a teacher has satisfactorily fulfilled the probationary requirement, met performance standards, and completed all contingencies outlined at the time of initial employment while holding a Provisional Contract for Conditional or Resident Teacher Certificate Holders, he or she will be granted tenure with the issuance of the regular contract.

C. Tenure Status – Leave of Absence

1. A teacher who is tenured at the time he or she is granted a leave of absence by the Board of Education will remain on tenure.
2. A teacher who has completed two consecutive years of successful experience with the Montgomery County Public Schools on a regular contract, has met all contingencies outlined at the time of initial employment, and meets performance standards at the time leave is granted will be tenured upon return from the leave of absence. Teachers holding a Provisional Contract for Conditional or Resident Teacher Certificate Holders will be tenured in accordance with Item III.B. above.
3. A long term leave of absence during the probationary period delays the granting of tenure according to the length of the absence.

D. Loss of Tenure

A tenured teacher must keep his or her Standard or Advanced Professional Certificate valid to retain a regular contract and to continue on tenure. Failure to renew a Standard or Advanced Professional Certificate necessitates the issuance of a Provisional Contract for Conditional or Resident Teacher Certificate Holders, and the teacher thereby loses his or her tenure status. The teacher will be required to reinstate and renew his or her certificate, thereby receiving a regular contract to regain tenure, with a new tenure date.

Regulation History: Formerly Regulation 475-4, May 19, 1978; revised August 1985; directory information updated January 1983; revised November 21, 1994; revised July 25, 1999; updated office titles June 1, 2000; revised May 8, 2003; revised December 22, 2005.