

PROFESSIONAL PERSONNEL TENURE

The law reads as follows:

“Each teacher shall serve a probationary term of three (3) years to be reckoned from the date of his first appointment in the parish or city in which the teacher is serving his probation. During the probationary period the parish or city school board, as the case may be, may dismiss or discharge any probationary teacher upon the written recommendation of the parish or city superintendent, as the case may be, accompanied by valid reasons therefor. Any teacher found unsatisfactory by the parish school board at the expiration of the said probationary term, shall be notified in writing by the board that he has been discharged or dismissed; in the absence of such notification, such probationary teacher shall automatically become a regular and permanent teacher in the employ of the school board in the parish or city, as the case may be, in which he has successfully served his three (3) years probationary term.”

The laws of tenure are applicable to teachers. Coaches and assistant principals earn tenure as teachers but not in their positions as coaches or assistant principals.

Tenure cannot be transferred from one school system to another.

A teacher on tenure, if his salary and status as a teacher are not changed, may be transferred from one school to another within the system.

Substitute teachers and noncertified teachers teaching on a “T” (temporary) certificate cannot acquire tenure. However, a teacher who is teaching on a “T” (temporary) certificate in a regular position may apply two (2) consecutive years of teaching on a “T” (temporary) certificate toward the three-year probationary term, teach the third (consecutive) year as a regularly certified teacher, and acquire tenure if reemployed. Certified teachers on a “T” certificate may receive tenure.

Statutory

LEGAL REFS.: LSA-R.S. 17:441 et seq.

Current practice codified 1975

Adopted: date of manual adoption

Revised: 1/20/99

Lafayette Parish Public Schools, Louisiana