

**NON-PROBATIONARY STATUS/TENURE**

**6.21**

- I. Certified Personnel – Certified personnel (teachers, supervisors, non-contract principals, administrator, or others holding regular, provisional, or alternative certificates, but not emergency certificates) attain tenure (non-probationary status) after three (3) complete\*, consecutive school years of full-time employment as a teacher with the Henry County School System unless the Board of Education approves and issues written notice of termination to the teacher on or before the last day of the teacher’s third consecutive complete school year of employment.
  
- II. Non-certified Personnel – Classified/support employees attain non-probationary status after three complete\*, consecutive school years of full-time employment with the Henry County School System unless the Board of Education approves and issues written notice of termination to the employee on or before the 15<sup>th</sup> day of June immediately following the employee’s third consecutive complete school year of employment.
  
- III. Employees of the Henry County Schools do not earn tenure or non-probationary status in a particular position, rank, work site or location, job assignment, title or rate of compensation. Employees may not apply service years in a classified position to service years in a professional/certified position or vice versa for purposes of attaining tenure or non-probationary status.
  
- IV. Superintendents, contract principals and chief school financial officers do not earn tenure or protected status as defined by Legislative Act 2011-270 (Students First Act). Persons employed as temporary, part-time, substitute, summer school, occasional, seasonal, supplemental, or in positions that are experimental, pilot, temporary or under projects where the funding and duration are finite do not earn tenure or protected status. Time in service spent under an emergency certificate does not count toward the attainment of tenure.

\*A school year is deemed “complete” if the employee is hired or rehired before October 1 of that school year.

**REFERENCE(S):**

**CODE OF ALABAMA  
16-23-3, 16-24C-3 THROUGH -4  
LEGISLATIVE ACT 2011-270**

**HISTORY:**

**ADOPTED: JANUARY 16, 1997  
REVISED: OCTOBER 11, 2007; JULY 18, 2013; \_\_\_\_\_  
FORMERLY: GBP, GBL**