

## **BP 4116 CERTIFICATED PERSONNEL – NONTENURED/TENURED STATUS**

The School Board recognizes that new teachers need training, assistance and evaluations designed to increase their competency as teachers and to ensure that the best qualified staff is retained by the district.

(cf. 4115 - Evaluation) (cf. 4117.4 - Dismissal)

(cf. 4117.6 - Nonretention)

(cf. 4131 - Staff Development)

A nontenured teacher who has been employed by the district continuously for three consecutive school years and who is offered a contract for the next succeeding school year shall achieve tenure in the district at the beginning of the fourth year, provided the teacher performs a day of teaching services in the fourth year, and further provided the teacher received a satisfactory performance evaluation in the third year.

(cf. 4112.10 Employment of Retired Teachers)

A teacher who has acquired tenure in the district but loses tenure because of a break in service may reacquire tenure if the break in service was not the result of dismissal or nonretention and did not last longer than one year. A teacher returning from a break in service not lasting longer than one year will reacquire tenure at the beginning of the second consecutive year of reemployment, provided the teacher performs a day of teaching services in the second year, and further provided the teacher received an acceptable performance evaluation.

A teacher who has acquired tenure in another district will acquire tenure in this district if the teacher's break in service was not the result of dismissal or nonretention and did not last longer than one year. A previously tenured teacher who has been employed by the district continuously for two consecutive school years and who is then offered a contract for the next succeeding school year shall achieve tenure at the beginning of the third year, provided the teacher performs a day of teaching services in the third year, and further provided the teacher received a satisfactory performance evaluation in the second year.

*Legal Reference:*

### *ALASKA STATUTES*

*14.20.010 - .040 Teacher certification*

*14.20.147 Transfer or absorption of attendance area or federal agency school*

*14.20.150 Acquisition of tenure rights*

*14.20.155 Effect of tenure rights*

*14.20.160 Loss of tenure rights*

*14.20.165 Restoration of tenure rights*

*14.20.210 Authority of school board or department to adopt by laws*

*14.20.215 Definitions*

**ALASKA ADMINISTRATIVE CODE**

*4 AAC 12.010 - .900 Certification of professional teachers*

*4 AAC 18.027 Acquisition of tenure rights: less than full-time teachers*

*4 AAC 18.900 Definitions*

*Fairbanks North Star Borough School District v. NEA - Alaska, 817 P.2d 923  
(Alaska 1991)*

*State v. Redman, 491 P.2d 157 (Alaska 1971)*

*Revised 1/03*

**9/92**

Adopted 3/23