

NORTH PROVIDENCE SCHOOL DEPARTMENT TENURE POLICY	Approved: 1/25/2023

I. Philosophy & Policy

The North Providence School Committee strives to provide its students with the best education possible. In furtherance of this objective, the District seeks to employ the most competent and most highly qualified certified teachers to provide instruction to the students.

The Commissioner of Education has previously determined that probationary years with other than a de minimis absence would not qualify as complete years for tenure purposes. It is the Superintendent’s duty to implement this decision.¹ Under the direction of the School Committee, the Superintendent is charged with the care and supervision of public schools, including the evaluation and appointment of school department personnel.

II. Attaining Tenure

a) Three (3) annual contracts within five (5) successive school years shall be considered evidence of satisfactory teaching and shall constitute a probationary period.

b) Any teacher in continuing service who voluntarily resigns and transfers to another community in Rhode Island without interrupting his or her professional career, shall be considered to remain under tenure unless the teacher is notified to the contrary, in writing, prior to March 1 of the second school year in which the teacher transfers.

c) Absences in excess of twenty-seven days, even if sanctioned by the leave, shall prevent the years in which those absences are incurred from counting toward the Tenure Act's three-probationary-years (or 2-year requirement) requirement. However, the teacher took such leave pursuant to the FMLA or the state counterpart, upon return, that teacher be restored to the status quo ante before leave. Therefore, any completed probationary years will be applied toward the teacher's satisfaction of the three-year (or two -year) probationary service requirement of the Tenure Act.

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¹ Asadoorian v. Warwick School Committee, 691 A.2d 573 (R.I. 1997)