

## ADMINISTRATIVE REGULATION GCJ-R

### PROFESSIONAL TEACHER STATUS

- 1.0 Professional Teacher Status (PTS) is another term for “tenure.” For the purposes of this section, a teacher, school librarian, school adjustment counselor, school social worker or school psychologist who has served in the public schools of a school district for the three previous consecutive school years shall be considered a teacher, and shall be entitled to professional teacher status as provided in section forty-two. See: M.G.L. c. 71, s. 41 at <http://www.mass.gov/legis/laws/mgl/71-41/htm>
- 2.0 “Three previous consecutive school years” means at least the minimum number of days required by the MA Department of Education (i.e., 180 school days) plus the minimum number of days required of all licensed personnel pursuant to local policy and/or a collective bargaining agreement (normally between 182 and 185 days).
- 3.0 In order to have service in a public school apply toward the requisite three years for PTS, the employee must be serving in a position for which the DOE requires a license issued pursuant to the requirements of Mass. Gen. Laws, chapter 71, section 38G, and all of the service must be in such a position.
- 4.0 Service with a “waiver” does not count toward PTS.
- 5.0 G.L. c. 71, s. 41 authorizes the appointment of an employee to serve with PTS after the completion of one year of service with an appropriate license for the position in which the employee served. It also authorizes granting of PTS at the time of hire to a candidate who has previously achieved PTS in another Massachusetts school district. Said “early PTS” may be conferred by a superintendent upon the recommendation of the principal of the school in which the employee will serve.
- 6.0 The fundamentals of non-renewal and non-reappointment of teachers who do not have professional teacher status are as follows:
  - 6.1 Teachers who do not have professional teacher status must receive written notification of the employer’s decision not to reappoint them for the forthcoming school year. This notice must be signed by the principal or the superintendent.
  - 6.2 The written notice must be given out on or before June 15<sup>th</sup>. Notice of non-renewal should be delivered in-hand by the principal. The teacher should acknowledge receipt in writing and the document will be placed in the teacher’s personnel file.
  - 6.3 Letters will be hand delivered by the Principal. If the teacher works in more than one building, the letter will be hand delivered by the Superintendent of Schools. If the teacher is absent, the letter must be delivered before the required date.
  - 6.4 The Principal will sign as well as the Superintendent of Schools for the purpose of review and approving.
  - 6.5 The enclosed “Non-Renewal or “Non-Reappointment” Letter of Notification will be used this school year.