

# REGULATION MONTGOMERY COUNTY PUBLIC SCHOOLS

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**Related Entries:** GJB-RC, Negotiated Agreement  
**Responsible Office:** Human Resources and Development  
**Related Sources:** Annotated Code of Maryland, *Education Article*, §6-202; *Code of Maryland Regulations* 13A.07.02.01B

## Tenure of Teachers

### I. PURPOSE

To define tenure and outline the procedures for teachers to attain and maintain tenure in Montgomery County Public Schools (MCPS)

### II. DEFINITION

*Tenure* is the employment status of a teacher who has completed three consecutive years of successful experience in MCPS, who has been issued a regular contract, who has completed appropriate course requirements outlined at the time of initial employment, and who is reemployed with MCPS for the following year. Tenure continues until termination according to the terms of the contract.

### III. PROCEDURES

#### A. Evaluation

Before a teacher is granted tenure, evaluations are conducted in accordance with Maryland State Board of Education requirements and procedures outlined in the MCPS Professional Growth System (teacher level).

#### B. Probationary Period

Under Maryland law, teachers serve a three-year probationary period prior to achieving tenure in accordance with the provisions of their regular contract. If teachers continue in their assignments with regular contracts, and meet performance standards, they will be granted tenure. If teachers have satisfactorily fulfilled the probationary requirement, met performance standards, and completed

all contingencies outlined at the time of initial employment while holding a Provisional Contract for Conditional or Resident Teacher Certificate Holders, they will be granted tenure with the issuance of the regular contract.

**C. Teachers Tenured in Other Maryland Public School Districts**

1. Certificated employees who have achieved tenure in other local school system(s) in Maryland and are hired into certificated positions in MCPS will be tenured after one successful year of working in MCPS if they meet the following conditions:
  - a) The employee's contract is renewed after one year of probationary employment in MCPS.
  - b) The employee's final evaluation reflects meeting standards.
  - c) There had been no break in the employee's service between the prior system and MCPS of longer than one year.
2. A certificated employee's probationary period in MCPS may be extended for a second year from the date of employment if:
  - a) The employee does not qualify for tenure at the end of the first year based on established performance evaluation criteria; and
  - b) The employee demonstrates a strong potential for improvement.

**D. Tenure Status – Leave of Absence**

1. Teachers who are tenured at the time they are granted a leave of absence by the Montgomery County Board of Education will remain on tenure.
2. Teachers who have completed three consecutive years of successful experience with MCPS on a regular contract, have met all contingencies outlined at the time of initial employment, and meet performance standards at the time leave is granted will be tenured upon return from the leave of absence. Teachers holding a Provisional Contract for Conditional or Resident Teacher Certificate Holders will be tenured in accordance with Item III.B. above.
3. A long term leave of absence during the probationary period delays the granting of tenure according to the length of the absence.

E. Loss of Tenure

Tenured teachers must keep their Standard or Advanced Professional Certificate valid to retain a regular contract and to continue on tenure. Failure to renew a Standard or Advanced Professional Certificate necessitates the issuance of a Provisional Contract for Conditional or Resident Teacher Certificate Holders, and those teachers thereby lose their tenure status. Teachers will be required to reinstate and renew their certificate, thereby receiving a regular contract to regain tenure, with a new tenure date.

**Regulation History:** Formerly Regulation 475-4, May 19, 1978; revised August 1985; directory information updated January 1983; revised November 21, 1994; revised July 25, 1999; updated office titles June 1, 2000; revised May 8, 2003; revised December 22, 2005; revised January 24, 2017.