

Frequently Asked Questions: Rights for Probationary and Temporary Teachers

This flyer is an attempt by PVFT to answer some of the most frequently asked questions about the rights of probationary and temporary teachers. For more information please feel free to call the PVFT office at (831)722-2331

- 1. If I am told I am going to be released from PVUSD employment what are my due process rights?**
Under California law if you are a Probationary I, Probationary II or Temporary teacher you do not have due process rights and you can be released without the District having to provide a cause.
- 2. If my evaluation was not done properly can I still be released?**
Yes. The District has complete discretion to release teachers who are not permanent.
- 3. I've been told that if I do not resign I will be non-reelected. What does that mean?**
It means your name will go to the Board of Education for approval to non-reelect you, which means to not renew your employment contract with PVUSD. In some districts you are asked on employment applications if you have been non-reelected in a previous district.
- 4. What if I decide to resign?**
Contact PVFT so we can determine if the district will contest your request for unemployment.
- 5. Can I resign and leave PVUSD employment right now?**
You are under contract to PVUSD until June 8th, 2012 (unless you have a contract that specifies otherwise) so you cannot resign now without the permission of PVUSD. If this is something you would like to request, please call the PVFT office at (831)722-2331 so that we can assist you.
- 6. Do potential future employers have access to my PVUSD personnel file?**
No, they do not.
- 7. What happens to my benefits if I resign?**
Under the current PVFT/PVUSD Collective Bargaining Agreement you will maintain your benefits through the end of the month of your resignation.
- 8. What happens to my sick leave if I resign?**
If you go to employment in another California K-12 school district your accrued sick leave is transferred to your new district. When you retire under STRS all unused sick leave contributes to your retirement.
- 9. What resources are available to help me during a difficult time?**
One good resource is the Employee Assistance Program. This is a free service provided on a completely confidential basis to all PVUSD employees. The program includes counseling, financial advising, legal consultations and other services. You can reach, ASSISTANCE PROGRAM, the firm that offers PVUSD's assistance program, at 1-800-854-1446.
- 10. Am I eligible for unemployment?**
We recommend contacting the California Employment Development Department, as they are the experts. You can reach an EDD counselor at 1-800-300-5616.