

Professional Teacher Status Training

What is PTS?

- Began in Massachusetts (one of the first states to do so) in 1897→ “tenure”
- Ed reform in the 90s changed to “professional teacher status”
- Longest probationary period in any professional occupation

When do you earn PTS?

PTS is earned at the END of your THIRD year teaching

- Must be in the same school system
- Must be three complete school years (September - June)
- Must be consecutive three years
- Must be teaching within your license (not on a waiver)
- If on leave, the leave must be paid(sick, maternity, disability) and contractual
- No written confirmation--kept track of by yourself and employer

How can you negotiate over PTS?

Most people think you need to be in the new district for three years to attain PTS again. This is not correct.

- While they **must** give you PTS after three consecutive, complete, properly certified years, you **may** get it sooner – after only one year, if you’ve never had it before, with the superintendent and principal’s approval; or right away if you received it in another district.
- Accordingly, with your local union’s assistance, you might want to negotiate over this if you are asked to work without certification/licensure or if you are being recruited to work in a district.

Why is it important to know when you have PTS?

If your employer gives you a non-renewal letter (more difficult to dismiss employees who do have PTS)

RIGHTS WITHOUT PROFESSIONAL TEACHER STATUS

First 90 calendar days → practically no rights. You may be dismissed with no reason and no meeting.

After initial 90 days:

1. Right to a meeting represented by your union (with lawyer if a member)
2. Must be given a reason.
3. Illegal to fire on discrimination (race, gender, sexuality, religion)
4. Illegal to fire an employee based on s/he filing complaints
5. Illegal to fire on employee’s activity with union
*Contrary to popular belief, union activity can help insure your job security because of this!!!!
6. Evaluations poorly executed (late, not following rules) based on contract
 - BE SURE TO document all activity related to evaluation.
7. Pay, benefits, working conditions in union contract all enforceable for non-PTS employees

Your union is HERE to ensure your rights even before you acquire PTS.

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