

Mr. DOWDY. Did you have particular means or criteria which you used to select those to be transferred to probationary status? That is, how were they selected?

Dr. CARROLL. These were teachers whom we notified—all temporary teachers—that if they wished to become probationary they should come to the Department of Personnel and discuss a contract to complete the requirements. Those who were fairly close to completing the requirements did come down because of the fact there was a salary advantage many of them could achieve by becoming probationary teachers. So that the individual teacher had to apply and we would not put such a person on contract if we felt he could not meet the requirement within a two-year period. In effect, it was done individually, teacher by teacher. We did not select them. They volunteered.

Mr. DOWDY. Did you make a change in the qualifications that were required for probationary appointment?

Dr. CARROLL. No, we did not basically change the requirements. There may have been some adjustments, and I would like to check that for the record. I don't think there has been any major change in terms of the qualifications required. I think it was only how you achieved the qualifications that was changed.

(Subsequently, Dr. Carroll submitted the following additional information respecting transfer of teachers from temporary to probationary status:)

TEACHERS CONVERTING FROM TEMPORARY TO PROBATIONARY STATUS

The Board of Education on May 23, 1966, approved a change in procedure for obtaining probationary status. Any temporary teacher, a teacher who did not meet all qualifications, was offered an opportunity to become probationary without completing all academic requirements formerly required for probationary status. The teacher gained the probationary status by signing a contract which listed the specific individual course deficiencies and indicated that the signee was willing to correct them within a two-year period. It was agreed that any teacher who failed to complete his contract within the two-year period would be terminated.

The change in obtaining probationary status was an incentive procedure designed to improve the teaching competence and encourage teachers to become fully qualified. Approximately 1200 teachers were in the first group that undertook to sign these contracts, which did not reduce the requirements for probationary status, but rather instituted a change in the procedure for obtaining it.

Mr. DOWDY. There was a change made in that?

Dr. CARROLL. Yes. In effect, we said that if persons had only two or three courses to complete before they would have met all of the qualifications, then we would let them become probationary for a two-year period. But they had to complete those courses within the two-year period or they would be terminated for failing to do so, and they signed contracts agreeing to complete their work and thus we made them probationary teachers on that basis.

Mr. DOWDY. Do I understand this correctly now? The teachers who were transferred from temporary to probationary met all of the requirements that were previously required of probationary appointment?

Dr. CARROLL. No, sir. They have agreed to complete those gaps in their training within a period of time. They were transferred before they met every requirement, but they have agreed in a contract, written contract, to complete those requirements within a given period of time upon threat of being terminated if they failed to do so.