Tenure Information

- A temporary professional employee, whose work has been certified as satisfactory during the last four months of the third year of service, shall be recognized as having tenure.

- Three full calendar years of service are required to attain tenure.

- The three years of service must be within the same PA school district.

- Leave time and long-term substitute time do not count towards tenure.

- Level II certification is not required to acquire tenure. Please see “Certification” for more information on Level II certification.

- Downingtown Area School District recognizes tenure after the end of the each school year.