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# Rights of Tenured Employees

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## Rights of Tenured Employees (cont.)

5. In those cases where a penalty is imposed, such penalty may be a written reprimand, a fine, a suspension for a fixed time without pay, or dismissal.

*Pursuant to §§ 30-2.14 and 30-3.17 of the Rules of the Board of Regents, educators whose Annual Professional Performance 5HYLHZV $33 5V LQFOXGH UHVXOWV IURP WKH 6WDWH-[illegible] buildings including those grade levels; and principals of buildings including all of grades 9-12) or any other measures based on the grades 3- (/$ DQG 0DWKHPDWLFV 6WDWH DVVHVVPHQWV ZLOO UHFHLYH ERWK DQ ³RUL process will continue through the 2018-19 school year, during the time that the State transitions to new ELA and Mathematics learning standards and assessments and during that time the State will explore potential revisions to the evaluation framework. The ³RULJLQDO´ HYDOXDWLRQ ZLOO [illegible] Mathematics State assessments. This evaluation is provided for advisory purposes only and cannot be used for employment related GHFLVLRQV $IIHFWHG HGXFDWRUV LQ ZKRVH [illegible] transition period, only this transition score and rating will be used for purposes of employment decisions, including tenure determinations and for purposes of proceedings under Education Law §§3020-a and 3020-b.