

4123 PROBATIONARY PERIOD

Each employee hired by the Board of Education shall serve a probationary period of ninety days duration during which the employee may be summarily dismissed without notice.

During the probationary period, time off the job for uncompensated leave, sick leave, temporary military leave, and professional leave will not count toward the completion of the probationary period.

An employee who completes the probationary period will be entitled to all the rights and privileges accorded such employees by the policies of this Board and by contracts if any negotiated with the employee's representative.

An employee who successfully completes a probationary period in one classification of employment who is transferred to another classification of employment must serve a probationary period of ninety days in the new classification. If the employee does not perform successfully in the new classification, he/she shall be entitled to reinstatement in the former classification, provided there is available in that classification a position that is not filled by a permanent employee. If no position is available, the employee entitled to reinstatement shall be given the reemployment preference he/she would receive in a layoff.

Adopted: 9 February 2004

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