

Policy 4216: Probationary/Permanent Status

Status: ADOPTED

Original Adopted Date: 01/18/2005

Employees newly hired for regular positions in the classified service shall be considered probationary employees until they have satisfactorily completed **six months** ~~one-year~~ of probationary service. Upon satisfactorily completing this period, they shall become permanent classified employees of the district.

Probationary employees shall receive written performance evaluations by their supervisor during the probationary period. These evaluations shall indicate whether the evaluator is satisfied or not satisfied with the employee's ability, performance, and compatibility with the job.

The Superintendent or designee may dismiss an employee during the initial probationary period.

Permanent employees promoted to a higher classification shall be considered probationary in their new position until they have satisfactorily completed **six months** ~~one-year~~ of service in that position.

A permanent employee who accepts a promotion and fails to complete the probationary period for that promotional position shall be employed in the classification from which he/she was promoted. (Education Code 45113)

This policy shall be made available to classified employees and the public. (Education Code 45113)

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State References

Description

Ed. Code 45113

Notification of charges, classified employees

Ed. Code 45240-45320

Merit system

Management Resources References

Description

Website

California School Employees Association -
<https://simbli.eboardsolutions.com/SU/NOB1plusNOcLNRMHnggHE1slshjg==>

Cross References

Description

4112.9

Employee Notifications -
<https://simbli.eboardsolutions.com/SU/I9Aw4Y5NePEH2ynvnAMT5Q==>

4112.9-E(1)

Employee Notifications -
<https://simbli.eboardsolutions.com/SU/slshtlqnrqD5mZpOWqj1plusslshnpw==>

4161.11

Industrial Accident/Illness Leave -
<https://simbli.eboardsolutions.com/SU/NslshVTF4G1RtWPAjSV2heBsg==>

4212.9

Employee Notifications -
<https://simbli.eboardsolutions.com/SU/swXNew6NIUCIzqmYVL0BzA==>

4212.9-E(1)

Employee Notifications -
<https://simbli.eboardsolutions.com/SU/7HrP9RRtpcczXZBz2PTuVQ==>

4215

Evaluation/Supervision -
<https://simbli.eboardsolutions.com/SU/4kTASkDjzfh51plusKVKNPhg==>

4218

Dismissal/Suspension/Disciplinary Action -
<https://simbli.eboardsolutions.com/SU/kCQslsh1wxiOwLu9qk3MtS4w==>

4218

Dismissal/Suspension/Disciplinary Action -
<https://simbli.eboardsolutions.com/SU/nPkS2TIDsjslshhOA7oRJsSvQ==>

4261.1

Personal Illness/Injury Leave -
<https://simbli.eboardsolutions.com/SU/9xMlkmA6xImcq6PgVvplus7A==>

4261.11 Industrial Accident/Illness Leave -
<https://simbli.eboardsolutions.com/SU/tUwEwYyOIJgwirDoEDGslshVA==>

4312.9 Employee Notifications -
<https://simbli.eboardsolutions.com/SU/1slsh2vYyVsPSypossBqVx7sA==>

4312.9-E(1) Employee Notifications -
<https://simbli.eboardsolutions.com/SU/L4mLMSsok6slshVrpVpYsLA8w==>

4361.11 Industrial Accident/Illness Leave -
<https://simbli.eboardsolutions.com/SU/VqtMTslshBkSNW50BlpgjPhtw==>