

Policy 4216: Probationary/Permanent Status

Status: DRAFT

Original Adopted Date: 10/05/2010 | Last Reviewed Date: 10/05/2010

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

The Governing Board desires to employ and retain highly qualified classified personnel to support the district's educational program and operations. Newly hired classified employees shall serve a probationary period during which the Board shall determine their suitability for long-term district employment.

A probationary employee who has been employed by the district for six months or 130 days of paid service, whichever is longer, shall be classified as a permanent employee of the district. (Education Code 45113, 45301)

However, in order to receive permanent classified service status, a full-time district police officer or public safety dispatcher who operates a dispatch center certified by the Commission on Peace Officer Standards and Training shall serve in a probationary status for not less than one year from the date of appointment. (Education Code 45113, 45301)

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 ~~district~~ may, **without cause**, dismiss ~~ana new~~ 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 of service in that position: **the probationary period.**

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 ~~the employee~~ was promoted. (Education Code- 45113) **,45301)**

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

Ed. Code 45113

Description

Notification of charges; classified employees

Ed. Code 45240-45320

Merit system

Management Resources References

Website

Description

CSBA District and County Office of Education Legal Services - <https://simbli.eboardsolutions.com/SU/UdykszdmPETuDsIshXk6R5akQ==>

Website

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

Cross References

4112.9-E PDF(1)

4161.11

4212.9

4212.9-E PDF(1)

4215

4218

4218

4261.1

4261.11

4312.9

4312.9-E PDF(1)

4361.11

Description

Employee Notifications -

<https://simbli.eboardsolutions.com/SU/TOWynt27j11e84Ed9go0cQ==>

Industrial Accident/Illness Leave -

<https://simbli.eboardsolutions.com/SU/Z0plusudejslshsmM4HPD2Djivlg==>

Employee Notifications -

<https://simbli.eboardsolutions.com/SU/0ZJcIXM1TTrTf1O5E1AArg==>

Employee Notifications -

<https://simbli.eboardsolutions.com/SU/cXGwH831aenCNbQC6jA3hQ==>

Evaluation/Supervision -

<https://simbli.eboardsolutions.com/SU/SmPx6fVdmXLplusZ5guHYvd3g==>

Dismissal/Suspension/Disciplinary Action -

<https://simbli.eboardsolutions.com/SU/9plusE9V6WiAoDtbVijXcJb8Q==>

Dismissal/Suspension/Disciplinary Action -

<https://simbli.eboardsolutions.com/SU/WSdW3plusnjP9wlvJpaJpqnSA==>

Personal Illness/Injury Leave -

<https://simbli.eboardsolutions.com/SU/NbmFlv1J1eoV9plusRT1mhpfw==>

Industrial Accident/Illness Leave -

<https://simbli.eboardsolutions.com/SU/4V3v5daPNAoVUMjjGN825w==>

Employee Notifications -

<https://simbli.eboardsolutions.com/SU/a1UsQLi9B3PWIEPE2MJvAQ==>

Employee Notifications -

<https://simbli.eboardsolutions.com/SU/s7slshgH4vgyvIStF0p9iUWHA==>

Industrial Accident/Illness Leave -

<https://simbli.eboardsolutions.com/SU/3cLqPb0ZXIIMnwJFplussftdg==>