

PROBATION AND PERMANENT STATUS FOR CLASSIFIED STAFF

All original appointments of Classified employees shall be for a probationary period of twelve (12) months from the date of employment.

A probationary employee may be demoted, suspended, or dismissed at any time during the probationary period without cause and without right of appeal.

An employee who serves the required probationary period in a satisfactory manner and is continued in employment shall be classified as a permanent employee, and shall be subject to dismissal only for cause.

An employee who is promoted shall serve a probationary period of nine months in the higher salary classification position.

A permanent employee who is serving a probationary period as a result of a promotion, and who is found unsatisfactory in the higher salary classification position, shall be reinstated to permanent status in his/her former classification unless there is cause for dismissal as provided for in the District's Suspension, Demotion and Dismissal Policy.

This policy is in accordance with the CSEA Contract and is not applicable to classified managers and supervisors.