

CHAPTER 6.00 – HUMAN RESOURCES

PROBATIONARY STATUS FOR EDUCATIONAL SUPPORT PERSONNEL

6.181

Upon initial employment, educational support employees shall serve a probationary period. If a collective bargaining agreement does not provide for the conditions of a probationary period, then the following provisions shall govern the implementation of this policy:

- (1) The probationary period shall begin the first day of regular employment.
- (2) The probationary period shall be 365 days in duration or the time period established by a collective bargaining agreement or the county Civil Service policies.
- (3) Employment during the probationary period must be continuous for probation to be successfully completed.
- (4) The probationary period may be extended if
 - (a) the fingerprinting process is pending completion or
 - (b) the Superintendent or designee determines that an additional probationary period is needed.
- (5) The Superintendent shall determine whether to continue the employee's employment for the duration of the contract year.
- (6) A probationary employee who is recommended for termination (non-renewed) shall **not** have rights of appeal nor have a written explanation.
- (7) Probationary educational support personnel shall be entitled to the same benefits that are provided other employees in the same work position.

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STATUTORY AUTHORITY: 1001.41, 1012.22, 1012.23, F.S.

LAWS IMPLEMENTED: 1001.43, 1012.40, F.S.

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