

## PROBATION

### TEACHERS

Upon initial employment with the St. Mary Parish School Board, teachers shall remain on an *at-will employment status* until they have successfully met the statutory criteria to be granted tenure with the school system. During this period, the teacher may be terminated by the Superintendent after providing the teacher with written reasons therefor and an opportunity to respond within seven (7) days.

### CONTRACT APPOINTEES

Employees hired under a promotional or performance contract shall not be entitled to any probationary period.

### BUS OPERATORS

Each school bus operator shall serve a probationary term of three (3) years from the date of first employment in the district. During the probationary term, the School Board may dismiss or discharge any operator upon the written recommendation of the Superintendent, accompanied by valid reasons therefor.

Any school bus operator found unsatisfactory by the School Board at the expiration of the probationary term shall be notified in writing by the School Board that he/she has been discharged or dismissed; in the absence of such notification, such probationary school bus operator shall automatically become a regular and permanent operator in the employ of the School Board. A school bus operator hired on or after July 1, 2012 shall not be eligible to become a regular and permanent operator.

### SCHOOL EMPLOYEES

All school employees (those employees who are not teachers or bus operators) shall be placed on a six (6) month probationary basis upon employment. Successful completion of the probationary period shall in no way convey any expectation of continued employment. School employees are hired on an *at-will employment basis* and subject to dismissal by the Superintendent, and shall not be entitled to a hearing before the School Board.

Adopted: October, 1976  
Revised: January, 2007  
Revised: July 12, 2012

Revised: February 8, 2024

Ref: La. Rev. Stat. Ann. §§17:81.5, 17:441, 17:442, 17:492; Board minutes, 7-12-12, 2-8-24.