

CHAPTER 6.00 – HUMAN RESOURCES

PROBATIONARY STATUS FOR NONINSTRUCTIONAL PERSONNEL

6.104

Upon initial employment, noninstructional 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:

- I. The probationary period shall begin the first day of regular employment.
- II. The probationary period shall be three years in duration. During the first ninety (90) days of this period, employment may be terminated at anytime and for any reason by the Superintendent.
- III. Employment during the probationary period must be continuous for probation to be successfully completed.
- IV. 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.
- V. The Superintendent shall determine whether to continue the employee's employment for the duration of the contract year.
- VI. A probationary employee who is recommended for termination (nonrenewed) shall not have rights of appeal nor have a written explanation.
- VII. Probationary noninstructional personnel shall be entitled the same benefits that are provided other employees in the same work position.

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

LAW(S) IMPLEMENTED: 1001.43, 1012.40, F.S.

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