

CHAPTER 6.00 – HUMAN RESOURCES

PROBATIONARY STATUS FOR NON-INSTRUCTIONAL PERSONNEL

6.181

Upon initial employment, non-instructional 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 six (6) months in duration.
- (3) Employment as a regular employee 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 non-instructional 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.

LAWS IMPLEMENTED:

1001.43, 1012.40, F.S.

HISTORY:

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