

CHAPTER 6.00 - PERSONNEL

6.104

PROBATIONARY STATUS FOR EDUCATIONAL STAFF PROFESSIONALS (ESP)

POLICY:

Upon initial employment, ESP 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 one (1) year in duration.
- (3) Employment during the probationary period must be continuous for probation to be successfully completed.
- (4) The probationary period may be extended if 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 ESP employees 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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| Adopted: January 14, 1999 Revision Date(s): October 7, 2003; February 8, 2005; February 9, 2010 Formerly: |
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