

EUREKA COUNTY SCHOOL DISTRICTPROBATIONARY PERIOD – CLASSIFIED EMPLOYEES

All original and promotional appointments to regular positions are tentative and subject to a trial period known as a probationary period. The probationary period is part of the selective process and shall be utilized for observing the employee's work and for securing the adjustment of a new employee to the position.

The probationary period following appointment and promotion will be (6) six months. Upon request of the Supervisor and approval by the Superintendent, an employee's probationary period may be extended for up to six (6) months when warranted by the employee's performance, ability, or other circumstances.

During the probationary period following an original appointment and any extension of such period, the employment relationship is "at-will" and may be terminated by the employee or by the District at any time, with or without cause or advance notice and without the right of appeal. Notification of rejection by the District shall be provided to the employee. Rejection of an employee during the initial probationary period terminates employment.

A regular employee who has completed a probationary period and is rejected from a subsequent probationary period following promotion may be reinstated to a position which is at the same salary range as the position from which the employee was promoted, provided the employee is not discharged for cause and a position is available.

Prior to completion of the probationary period, a performance appraisal will be conducted to ascertain the advisability of continued employment on a regular basis. An employee will be notified in writing that she/he has become a regular full or part-time employee.