

## **CHAPTER VII PROBATIONARY PERIOD**

### **7.1 PROBATIONARY STATUS**

- A. **LENGTH OF PROBATIONARY PERIOD.** An appointment to a permanent position from an eligibility list shall be for a probationary period of six months or 130 days of paid service, whichever is longer, except that the probationary period for positions in classes designated by the Personnel Commission as management or police classes shall be for one calendar year.
- B. The probationary period shall not include time served under emergency, limited-term, or provisional appointment nor time while the employee is absent from his work for ten or more consecutive working days.

Reference: California Education Code 45270, 45301

### **7.2 TERMINATION OF PROBATIONARY SERVICES**

- A. A probationer who does not have permanent status may be dismissed for any of the causes enumerated in Rule 11.1. The existence of such causes shall be determined at the sole discretion of the Board of Education or its designee. It is the intention of the Personnel Commission that such employees not be granted a property interest in their continued employment, and that no appeal of such dismissal be provided. Such dismissal shall be reported to the Personnel Commission in accordance with Rule 11.4.
- B. A permanent employee who has vacated a position to accept another position in a higher class, and who is rejected during the probationary period, shall be reelected to a position in his former class.
- C. Should a probationary employee be laid off without fault or delinquency on his part before his term of probation is completed, his name shall be restored to the eligibility list and the time he has served shall be credited to him on his probationary period.
- D. A person who resigns while in good standing during his probationary period term may be returned to his original place on the eligibility list at the discretion of the Personnel Commission. A person who resigned because of inability to cope successfully with the reasonable requirements of a position will not be returned to an eligibility list.

Reference: California Education Code 45305

### **7.3 PERIODIC REPORTS OF PERFORMANCE**

The Board of Education, or its proper agent, shall, during the probationary period of each employee, investigate thoroughly his conduct, competence, capacity, moral responsibility, and integrity, to determine if the employee is fully qualified for permanent status. Performance

reports shall be made upon forms prescribed by the Personnel Commission and in accordance with procedures established by the Personnel Commission.