

CHAPTER 6.00 – HUMAN RESOURCES

PROBATIONARY STATUS FOR NONINSTRUCTIONAL PERSONNEL

6.181

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 hundred sixty-five (365) days in duration.
- 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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