

Article 10 - Probation

10.1 All newly hired employees will serve an initial probationary period of six months. During the probationary period, the newly hired employee shall have no property rights in the job. ~~A probationary employee may be dismissed by the ESD without cause.~~ Probationary employees will be notified prior to the end of the probationary period of their successful or unsuccessful completion of probation and whether or not they are moved to regular status. The probationary period does not run during any period of substitute or temporary status, unless the criteria identified in 10.3 is met.

10.2 An employee who is selected to a different classification shall serve a new ninety (90) working days "promotional probation." During the 90-day probationary period, the ESD may return the employee to their former position at any time, with or without cause. The employee returned to their former position shall retain all rights and standings as if the promotion had not occurred.

10.3 An employee who is hired into a regular position while serving as a temporary employee shall serve a six month probation that will begin upon their hiring into the regular position. If the employee has already served ninety (90) working days in the position as a temporary employee the employee will serve a three (3) month probationary period.