

## Article 10 - Probation

10.1 All newly hired employees will serve an initial probationary period of **one hundred twenty (120) work days** ~~six months~~. At the end of the **one hundred twenty (120) work days** ~~six (6) month period~~, probationary employees will no longer be considered probationary. The probationary period does not run during any period of substitute ~~or temporary~~ status, ~~unless the criteria in 10.3 is met~~.

10.2 An employee who is ~~selected~~ **hired in** a different classification shall serve a new ninety (90) working days "**trial period** ~~promotional probation~~." During the ninety (90) day **trial** ~~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 **position change** ~~promotion~~ had not occurred.

10.3 An employee who is hired into a regular position while serving as a temporary employee shall serve a **one hundred twenty (120) work day** ~~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 **thirty (30) work day** ~~three (3) month~~ probationary period.

[10.4 Employees shall receive an evaluation at the conclusion of their probationary period.](#)