

## ARTICLE 10 - Probation

- 10.1 For the purpose of this article, month shall be exclusive of months where twenty (20) or more days are considered a recess period.
- 10.2 All newly hired employees will serve an initial probationary period of six (6) months. At the end of the 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 identified in 10.3 is met.~~
- 10.3 An employee who is ~~selected-hired into~~ a different classification shall serve a new ninety (90) working days~~three (3) month~~ “promotional probation trial period.” ~~During the ninety (90-) day probationary trial period, the ESD may return the employee to their former position at any time, with or without cause. The employee may also choose to return to their former position. For either circumstance, the~~ The employee returned to their former position shall retain all rights and standings as if the promotion position change had not occurred.
- 10.4 An employee who is hired in to a regular position while serving as a temporary employee or substitute employee shall serve a six (6) month probation that will begin upon their hiring into the regular position. If the employee has already served ninety (90) working days~~three (3) months~~ in the position as a temporary employee the employee will serve a reduced three (3) month probationary period.
- 10.5 Feedback and Support: The intention of the probationary period is to support the growth of employees through constructive feedback and promote relational trust. Employees under probationary status pursuant to 10.2 shall be provided feedback and support in writing no less than three (3) times during their probationary period. Employees under probationary status pursuant to 10.3 and 10.4 shall be provided feedback and support in writing no less than two (2) times during their probationary period.