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 one hundred twenty (120) ~~scheduled~~ working days ~~six months~~, after which the employee will no longer be considered probationary. ~~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. Newly hired employees shall be notified of the date probationary period concludes on the employee's letter of employment.~~

10.3 An employee who is ~~selected~~ hired into a different classification shall serve a ~~new~~ ninety (90) ~~scheduled~~ 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. ~~The employee shall be notified of the date the trial period concludes at time of hire.~~

10.4 An employee who is hired ~~in to~~ **into** a regular position while serving as a temporary employee or substitute employee shall serve a ~~six (6) month~~ probationary period equal to that in provision 10.1 above that will begin upon their hiring into the regular position. If the employee has already served ninety (90) ~~scheduled~~ working days ~~three (3) months~~ in the position as a temporary employee the employee will serve a reduced thirty (30) ~~scheduled~~ working days ~~three (3) month~~ probationary period. ~~The employee shall be notified of the date the probationary period concludes at time of hire.~~

10.5 Feedback and Support: The intention of the probationary period is to assess employee performance, support the growth of employees through constructive feedback and promote relational trust. Employees under probationary status or trial period ~~pursuant to 10.2~~ shall be provided feedback and support multiple times throughout the probationary/trial period 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.~~ Employees shall receive a midpoint check-in and an evaluation at the conclusion of their probationary/trial period.

10.6 Employees shall be notified of the date the probationary/trial period concludes on the employee's letter of employment or other written notice. Unpaid leaves, pursuant to Article 14, will not count toward the satisfaction of the probationary/trial period.

6/16/26 T.A.

BJ