

**PROBATIONARY/PERMANENT STATUS**

The Governing Board desires to employ and retain highly qualified classified personnel to support the District's educational program and operations. Newly hired classified employees shall serve a probationary period during which the Board shall determine their suitability for long-term District employment.

Employees newly hired for regular positions in the classified service shall be considered probationary employees until they have satisfactorily completed six months or 130 days of of paid service, whichever is longer. Upon satisfactorily completing this period, they shall become permanent classified employees of the District. (Education Code 45113, 45301)

Employees newly hired for regular positions in the confidential service shall be considered probationary employees until they have satisfactorily completed one year of probationary service. Upon satisfactorily completing this period, they shall become permanent confidential employees of the District.

Probationary employees shall receive written performance evaluations by their supervisor during the probationary period. These evaluations shall indicate whether the evaluator is satisfied or not satisfied with the employee's ability, performance, and compatibility with the job.

(cf. 4215 - Evaluation/Supervision)

The Superintendent may, without cause, dismiss a new employee during the initial probationary period.

(cf. 4218 - Dismissal/Suspension/Disciplinary Action)

Permanent employees promoted to a higher classification shall be considered probationary in their new position until they have satisfactorily completed the probationary period.

A permanent employee who accepts a promotion and fails to complete the probationary period for that promotional position shall be employed in the classification from which he/she was promoted. (Education Code 45113, 45301)

This policy shall be made available to classified and confidential employees and the public. (Education Code 45113)

Legal Reference

**EDUCATION CODE**

45113 Notification of charges; classified employees

45240-45320 Merit system

Management Resources

**WEB SITES**

California School Boards Association District and County Office of Education Legal Services:  
legalservices.csba.org

California School Employees Association: <http://www.csea.com>

Policy

adopted: January 25, 2010

Revised: January 29, 2014; March 8, 2023

**OROVILLE CITY ELEMENTARY SCHOOL DISTRICT**

Oroville, California