

# Board Policy

Code No. 411.8

## CLASSIFIED EMPLOYEE PROBATIONARY STATUS

The probationary period shall be the first ninety (90) consecutive work days of an employee's assignment. "Day" shall be defined as one work day regardless of full-time or part-time status of the employee. New employees, regardless of experience, shall be subject to this probationary period.

"New" employees includes individuals who are being hired for the first time by the school district and those who may have been employed by the school district in the past, but have not been employed by the Board during the school year prior to the one for which contracts are being issued.

During this probationary period the Superintendent may terminate classified employees at any time.

*Legal Reference:* Iowa Code §§ 20; 279.8 (2009).

*Cross Reference:* 411.3 *Classified Employee Letter of Assignment*  
411.7 *Classified Employee Evaluation*

*Approved:* September 16, 1991

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