

## CHAPTER 6.00 - PERSONNEL

Probationary Status for New Employees	6.105
1. <b>Probationary Status.</b> Upon initial employment by the District, all employees shall serve a probationary period.	
2. <b>Instructional Personnel.</b> For instructional personnel, the probationary period shall begin the first day of employment and shall continue for a period of one (1) calendar year.	
3. <b>Administrative Personnel.</b> For administrative personnel, the probationary period shall be ninety-seven (97) days.	
4. <b>Educational Support Employees.</b> For educational support employees, the probationary period shall be as provided in the St. Johns educational support employee negotiated agreement.	
5. <b>Termination without Cause.</b> During the probationary period, a probationary employee may be dismissed without cause or may resign without breach of contract.	
6. <b>Successful Completion.</b> Employment during the probationary period must be continuous for probation to be successfully completed.	
7. <b>Extensions.</b> The probationary period may be extended if the Superintendent determines that an additional probationary period is needed and the employee agrees in writing to the extension.	
8. <b>Continued Employment.</b> Following successful completion of the probationary period, the School Board shall determine whether to award the employee an annual contract.	
9. <b>No Appeal.</b> A probationary employee who is dismissed prior to expiration of the probationary period shall not have rights to appeal or grieve that decision, nor shall the employee be entitled to an explanation.	

**STATUTORY AUTHORITY:** **1001.41, 1012.22, 1012.23,  
1012.33 F.S.**

**LAWS IMPLEMENTED:** **1001.43, 1012.335, 1012.40, F.S.**

**HISTORY:** **Adopted: 8/18/98  
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