

PROBATIONARY EMPLOYMENT

The East Baton Rouge Parish School Board shall require, in accordance with statutory requirements, each certified teacher to serve a probationary term of three (3) calendar years to be reckoned from the date of his/her first appointment as an employee of the school district. The probationary period shall not begin until the date of issuance of certification for that teacher, or the date of hire, whichever is later. The term **teacher** as used herein is defined to mean and include all professional employees of the system who hold permanent teaching certificates and whose legal employment requires the holding of such certificates. During the probationary term, the Board may dismiss or discharge a teacher upon the written recommendation of the Superintendent accompanied by valid reasons for the dismissal.

At the expiration of the probationary term described above, any teacher found to be unsatisfactory shall be notified by the Board in writing, via certified mail, return receipt requested, that he/she has been discharged or dismissed and the reason(s) therefore. In the absence of such notification, the probationary teacher shall automatically become a regular and permanent teacher in the employ of the School Board upon the teacher's reporting for duty for the first regular day of school for teachers of the fourth year of employment.

BUS OPERATORS

Each school bus operator shall serve a probationary term of three (3) years from the date of first employment in the district. During the probationary term, the School Board may dismiss or discharge any operator upon the written recommendation of the Superintendent, accompanied by valid reasons therefore.

At the expiration of the probationary term described above, any school bus operator found to be unsatisfactory shall be notified by the Board in writing that he/she has been discharged or dismissed. In the absence of such notification, the probationary school bus operator shall automatically become a regular and permanent operator in the employ of the School Board.

SUPPORT PERSONNEL

All support personnel (excluding bus drivers) shall be placed on six (6) month probationary status upon employment. All support personnel shall be evaluated by their principal and/or immediate supervisor at the end of the first ninety (90) days of employment and at the end of the six-month probationary period. Successful completion of the probationary period shall in no way convey any expectation of continued employment, rather the employee remains an at-will employee.

Ref: La. Rev. Stat. Ann. ' ' 17:441, 17:442, 17:492.