

POLICY No.: 406.08  
Adopted: 10-08-2002  
Reviewed: 02-19-2015

## **CERTIFICATED EMPLOYEE PROBATIONARY STATUS**

The first three years of a new full-time certificated employee's contract shall be a probationary period. The probationary period for part-time certificated employees shall be based upon formulas provided by state statute.

Only the board, in its discretion, may waive the probationary period. During this probationary period the board may terminate or amend the certificated employee's contract at year-end or discharge the employee in concert with corresponding board policies.

Certificated employees may also serve a probationary period based upon their performance. Such probationary period shall be determined on a case-by-case basis in light of the circumstances surrounding the employee's performance as documented in the employee's evaluations and personnel file. Prior to such a determination the employee will be allowed due process as provided by state statutes.

Legal Reference: Neb. Statute 79-828

Cross Reference: Certificated Employee Continuing Contracts  
Certificated Employee valuation