All new employees and employees appointed to a new position in a different class shall serve a probationary period of not less than one year.

A probationary period is part of the selection process for any permanent appointment. As soon as practicable after appointment, the supervisor shall discuss the standards of performance and behavior required of probationary employees.

An employee who is promoted shall serve the one-year probationary period in the higher classification. However, if the employee is in a probationary status at the time of promotion, the time spent in the higher classification shall apply toward permanency on the lower classification.

A permanent employee who is serving a probationary period as a result of a promotion and who is found unsatisfactory in the higher position shall be reinstated to his/her former classification and status unless there is cause for dismissal in accordance with Board of Trustees policy.

During the probationary period, a probationary employee may be dismissed by the board upon the recommendation of the superintendent/president without right of appeal.

Employees who have satisfactorily completed their one-year probationary period shall be granted permanent status in accordance with applicable statutes.