

**EMPLOYMENT OF SUPPORT PERSONNEL**

The Southwest Technology Center Board of Education believes that support staff should serve an initial probationary period. The purpose of the probationary period is to give the district and the employee time to decide whether the employee is able to perform the functions, duties, and responsibilities of the position.

The first year of initial employment in an assignment will be considered the probationary period. The probationary period may be extended one additional year if it is determined by the superintendent that more time is needed to further evaluate the employee's ability to perform the requirements of the position.

Support employees have no property right to employment during the first year of employment and may be released without cause during the first year of employment.

Following the first year of employment, support employees who are not reemployed for the subsequent year shall have a right to a hearing and the unemployment or employment termination shall be for cause only.

**REFERENCE:** 70 O.S. §6-101.40, et seq.

**Adopted:** January 1994 as policy P-135

**Revised:** November 1995