

## SUPPORT STAFF PROBATION

The initial probationary period for all support staff positions shall be 6 months.

If after this six-month period, an immediate supervisor has concerns about the performance of an employee, that employee may be placed on probation and a plan of improvement. This type of probation is defined as a specified period of time when the employee shall be subjected to a period of testing, evaluation and trial to ascertain the employee's fitness to continue in the employment of the board. Following a probationary period, a decision shall be made regarding the employee's future employment.

Adopted: May 12, 1997

Revised: April 7, 2005

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Legal Ref.: Code of Virginia, 1950, as amended, §§ 22.1-78, 22.1-79.6.

Cross Ref.: GBMA Support Staff Personnel Complaints and Grievances