

## PROBATIONARY PERIODS

### Tenure Track Employees

Full time tenure track employees shall be appointed to a probationary period by a majority vote of the Board of Education upon recommendation of the District Superintendent. The probationary period for such employees shall be four (4) years, except that the probationary period for any teacher previously appointed to tenure by Questar III or by another public school district or board of cooperative educational services in this state shall be three (3) years provided that such employee was not dismissed by the former school district or BOCES and provided that if such teacher served as a classroom teacher he or she must have received an annual professional performance review (APPR) score under Education Law, section 3012-c or 3012-d of either effective or highly effective in his or her final year of service in such other school or BOCES.. Questar III shall comply with law in applying up to two (2) years of service toward the probationary period for full time regular substitute service within the same tenure area (sometimes referred to as "Jarema credit") provided that if such teacher served as a classroom teacher he or she must have received an APPR under Education Law, section 3012-c or 3012-d in each year of service to be credited. No part time service will be credited toward completion of a probationary period.

### Civil Service Employees

Full time employees appointed on a probationary basis to positions classified by the Columbia County Civil Service Commission shall be appointed to a probationary period by a majority vote of the Board of Education upon recommendation of the District Superintendent. The probationary period for competitive class employees shall be one year unless otherwise provided by the Commission. The probationary period for non-competitive class employees shall be five years unless otherwise provided by the Commission. There is no probationary period for exempt class employees or for labor class employees and such employees shall serve at will.

### Other Employees

Unless otherwise provided by law, all other employees shall serve at will.

#### References:

Education Law, section 3014(1)(b)  
Education Law, section 3012(1)(a)(i)  
ADOPTED 12/13/05  
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