

# Vale School District 84

Code: **GDC**  
Adopted: 12/6/94  
Readopted: 9/10/08  
Orig. Code(s): GDC

## Recruitment/Probationary Period of Classified Staff

New employees shall serve a probationary period of not less than six months. A performance review for the purpose of evaluating and improving the performance of new classified employees is to be made by the immediate supervisor at the completion of the second and fifth months, at which times the evaluations shall be discussed with the employee. One copy of the performance review shall be given to the employee concerned, one to the superintendent and one shall be retained by the supervisor. At the end of the probationary period of six months, the employee will receive written verification of his/her status from the superintendent. Persons may be dismissed without right of appeal during the probationary period.

As new positions are created, a written notice giving vacancy, qualifications and particulars of the job will be posted in each school.

When appointed to a new position, an employee shall serve a probationary period of three months in the new position and shall receive a performance review from his/her supervisor at the completion of the first, second and third months. At the completion of his/her probationary period, the employee will receive written verification of his/her status from the superintendent and either be reinstated in his/her former job, or remain in the newly assigned classification.

END OF POLICY

---

### Legal Reference(s):

<a href="#">ORS 326.051</a>	<a href="#">ORS 659A.109</a>	<a href="#">OAR 581-021-0045</a>
<a href="#">ORS 332.505</a>	<a href="#">ORS 659A.142</a>	<a href="#">OAR 581-022-1720</a>
<a href="#">ORS 659.805</a>	<a href="#">ORS 659A.145</a>	
<a href="#">ORS 659.850</a>	<a href="#">ORS 659A.233</a>	
<a href="#">ORS 659A.009</a>	<a href="#">ORS 659A.236</a>	
<a href="#">ORS 659A.029</a>	<a href="#">ORS 659A.309</a>	
<a href="#">ORS 659A.030</a>	<a href="#">ORS 659A.409</a>	

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2006).  
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2006).  
Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (2006).  
Equal Pay Act of 1963, 29 U.S.C. § 206(d) (2006).  
Rehabilitation Act of 1973, 29 U.S.C. §§ 791, 793-794 (2006).  
Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683 (2006).

### Cross Reference(s):

GBED - Medical Examinations/Drug Testing