

E-2c           PROCEDURE Probationary Period

The Board of Governors approves employment for a specific time period during the fiscal year. Tenure does not exist at Southeast Community College; instead, the faculty comes under the provisions of the Nebraska Continuing Contract Law Neb. Rev. Stat. 85-1528 through 85-1534.

A probationary period is the period following initial employment or re-assignment of position within a different employee classification during which an employee is to be carefully supervised and evaluated. A probationary period applies to all classifications of College employees.

Newly hired employees shall be placed on a probationary period of 120 (one hundred twenty) working days (for all classifications of employees except faculty and professional staff) or for a period of 24 (twenty-four) months (for faculty and professional staff) from the date of employment.

The probationary period provides for job adjustment, for the supervisor to closely observe the employee's work and an opportunity for both the employee and the College to determine whether or not to continue the employment relationship.

At any time during the probationary period, an employee may resign without prejudice or the College may discharge a probationary status employee. The College's action to dismiss an employee during the probationary period is not subject to the grievance procedure or the disciplinary procedure.

Prior to the end of the probationary period, the employee should be evaluated and a specific recommendation should be made regarding continued employment. If this is not done, the employee shall be deemed to have completed the probationary period.

Upon completion of the probationary period, computation of length of service shall be effective as of the original date of employment.

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Adopted Date: 07/15/1997; Revised 11/15/2011