



DATE: August 16, 2023

TO: Board of Education

FROM: Mrs. Kerstin Kramer, Superintendent Chief Learning Officer

SUBJECT: Approve Proposed Revisions to Board Policy 4216
Probationary/Permanent Status

PRESENTED BY: Michael Shepherd, Executive Director Human Resources

ACTION REQUESTED

Approve Proposed Revisions to Board Policy 4216 Probationary/Permanent Status

BACKGROUND INFORMATION

Board Policy 4216 – Probationary/Permanent Status Policy updated to reflect NEW LAW (AB 486, 2021) which requires full-time district police officers, and public safety dispatchers as specified, to serve in a probationary status for not less than one year from the date of appointment to the full-time position in order to receive permanent classified service status, and NEW LAW (SB 874, 2022) which extends to districts that have adopted the merit system the requirement that a permanent employee who accepts a promotion and fails to complete the probationary period for that promotional position be employed in the classification from which the employee was promoted.

First Read of proposed revisions to Board Policy 4216 were presented to the Board for review on August 2, 2023 as recommended by the model provided by CSBA and are being brought back for approval.

PREPARED BY: Friedli for Michael Shepherd

Attachment: Compared Policy