

### **Probation, Non-renewal and Termination**

The employment contracts of all staff (certificated and classified) are governed by the applicable provisions of the respective collective bargaining agreements and state law.

Evaluation and probationary procedures will be implemented in accordance with the collective bargaining agreement and state laws.

Certificated employees, regular and provisional, whose performance does not meet minimum requirements shall receive written notice from the superintendent by May 15 that the district does not intend to renew the employment contract. Such notice shall cite the reason for such determination and shall contain notice of any appeal rights that the employee may have and notice of the appeal process.

Classified staff whose performance does not meet district standards may be terminated in accordance with the relevant provisions of the applicable collective bargaining agreement.

#### Cross References:

- (cf.: 5222 – Evaluation of Staff)
- (cf.: 5250 – Termination of Employment)
- (cf.: 5253 – Retirement)
- (cf.: 5255 – Disciplinary Action and Discharge)

#### Legal Reference:

- RCW 28A.405.100 Evaluation criteria for certificated employees
- RCW 28A.405.140 Inservice training for teacher may be required after evaluation  
1991 Wash. Laws, Ch. 102 Discharge Notices Include Appeal Rights
- RCW 28A.405.210 Conditions and contracts of employment—Determination of probable cause for non-renewal of contracts—Notice—Opportunity for hearing
- RCW 28A.405.220 Conditions and contracts of employment—Non-renewal of provisional employees—Procedure
- RCW 28A.405.300 Adverse change in contract status of certificated employees--  
Determination of probable cause—Notice—Opportunity for hearing

#### Adoption Date:

- 581103
- 720716
- 770816
- 950919
- 000613
- 090615