

BP 2.24

Probationary Period

Legal Authority *NCGS 115D-20; 1C SBCCC 200.94*

Approvals *02/09/2023*
Revision

Policy

All new full-time, non-faculty employees must serve a probationary period of 90 days from the date of hire; full-time faculty members will serve a one semester probationary period during their first full semester of teaching. The probationary period is an extension of the selection process. Probationary employees receive all applicable benefits afforded to other permanent employees as they meet eligibility requirements, unless specifically excluded in a particular policy.

With just cause, probationary periods for employees may be extended for up to an additional 90 days if approved by the departmental Vice President, or the College President. After the probationary period, employees may be eligible for annual employment contracts for at least nine (9) and no more than twelve (12) months dependent on the employee's duties.

All new part-time employees, both faculty and non-faculty, shall serve as at-will employees. Nothing in this policy shall entitle the employee to an employment contract.

The President is authorized to dismiss any non-faculty employee or faculty member during that employee's probationary period for any reason deemed sufficient except for reasons related to the employee's race, religion, color, national origin, sex, gender, gender identity, age, disability genetic information, political affiliation, status as a covered veteran or if the decision is otherwise a violation of state or federal law. The President's decision is final and not subject to Board appeal.