

Employment

~~All school nurses shall receive a written employment contract that includes the number of workdays and their annual salary. Two (2) copies of this contract shall be issued to the nurse by June 1 of the preceding year. Both copies of the signed contract are to be returned to the site administrator in a timely manner. One copy of the contract signed by both parties shall be returned to the nurse by July 1.~~

- A. Upon initial employment, all newly hired school nurses shall receive a written employment contract that includes the number of workdays and their annual salary. Two (2) copies of this contract shall be issued to the nurse. The nurse shall sign both copies and return them to the District, and within two (2) calendar weeks following submission to the District, one (1) copy with the signatures of both parties shall be returned to the nurse.
- B. Nurse Probationary Period
1. Effective July 1, 2010 all nurses shall serve a probationary period of two (2) continuous years upon employment with the District. At the end of either of those two (2) years, the District may terminate a probationary nurse without just cause or due process.
 2. To qualify for a year, the definition of "In-District Credit" in Policy 4741, Section (B), shall be applied. Paid leave, sick leave, general leave and unpaid district approved leave will be considered as time worked.
 3. Any nurse who is not notified of their termination in writing by the superintendent before June 1 at the end of the first and/or second year of employment shall be re-employed for the following school year. The District will provide the nurse with the notice of termination either in person or at the nurse's last known address.
- C. Non-Probationary Nurses
1. All nurses employed with the District, during the 2009-2010 school year, will be a non-probationary nurse.
 2. Any nurse who has not received written notice of termination according to Section (B)(3) above at the end of the second continuous year of employment with the district will become a non-probationary nurse.
 3. A nurse who does not provide written notification to the district of their intent not to return to employment or does not report to work, unless on an approved leave of absence, shall be considered to have surrendered the right to non-probationary status and will be subject to Section (B) above if rehired.

Changed from Policy 4701.

Revised: June 8, 2009

Adopted: August 10, 2009

Effective: July 1, 2009

for the Association

for the District

Date: _____