# 540.060 CLASSIFIED PROBATIONARY & TRIAL SERVICE PERIOD POLICY

To the extent that this policy addresses terms or provisions covered under collective bargaining agreements for represented employees, the terms of the collective bargaining agreement will control for those represented classified employees.

Probationary and trial service periods provide an initial learning and orientation period for employees appointed to new positions. Probationary and trial service periods provide the college an opportunity to determine if the employee will be granted permanent status or retained in a position by observing and evaluating an employee´s skills, abilities, subject knowledge and potential.

This policy, together with its accompanying procedure, is intended to provide guidance to Wenatchee Valley College in determining and notifying an employee of their probationary or trial service period in accordance with the requirements of [WAC 357-19-090](https://apps.leg.wa.gov/WAC/default.aspx?cite=357-19-090), and to work in conjunction with associated Chapter 357 WACs and college policies and procedures.

Approved by the president’s cabinet: 8/2/11

Adopted by the board of trustees: 10/19/11

Last reviewed: 9/6/19

Policy contact: Human Resources

Related policies and procedures

1540.060 [Classified Probationary & Trial Service Period Procedure](https://www.wvc.edu/humanresources/policies-procedures/500-human-resources/540.030-classified-promotional.html)