



SUBJECT: 400 Human Resources

Policy: 403.2 Probationary Period

Effective:

Revised:

Reviewed:

Faculty in full-time, tenure track positions are designated as probationary employees until tenure is granted in accordance with the Collective Bargaining Agreement with VTEM.

Unless otherwise specified in collective bargaining agreements or Montana State law, staff are subject to a six-month probationary period. If approved by the Director of Human Resources, the six-month probationary period may be extended for a specified period of time not to exceed an additional three (3) months.

During the probationary period, employees may be terminated for any non-discriminatory reason without a showing of cause and without recourse to any grievance procedure.

Administrative/Professional staff members, who are not covered by a collective bargaining agreement, are on a yearly contract and do not have a probationary period.