

**SOUTH FLORIDA STATE COLLEGE
DISTRICT BOARD OF TRUSTEES POLICIES**

POLICY NO. 5.09

TITLE: PROBATION

LEGAL AUTHORITY: FLORIDA STATUTE 1001.64

OFFICE OF PRIMARY RESPONSIBILITY: VICE PRESIDENT FOR
ADMINISTRATIVE SERVICES/
HUMAN RESOURCES

All College employees are considered to be on probationary status during the first 90 days worked, not including overtime worked or holidays observed, or when an employee is assigned to a new position, whether it be through promotion, demotion, or transfer.

The president is authorized to reassign a regular employee to probationary status and to extend the probationary period whenever it is warranted by unsatisfactory performance.

HISTORY: Last Reviewed 1/20/2026

Issued by District Board of Trustees: 8/10/84

Reviewed: 7/1/04, 7/1/07, 7/22/09, 6/27/12, 11/5/19

Revised: 9/26/01, 1/20/26