

**ARTICLE XVI**  
**PROBATIONARY ASSURANCES**

The District will assign each probationary employee to a school site within the District at which the District can train, assist and evaluate such employee. Following initial employment, changes in assignments shall be made in accordance with the provisions of Article VII, Transfers. The District hereby assures probationary employees that their probationary status and potential needs for training, assistance and evaluation will be recognized at the school site to which they are assigned.

Site supervisors are responsible for reviewing District evaluation and staff development policies with probationary unit members, identifying potential needs for training, assistance and evaluation, and for providing the probationary unit member training and needed assistance.

In the event the District requires the employee to attend courses, workshops, or other professional educational programs for the purpose of upgrading professional competency, the District shall pay for the cost of tuition and materials. Such courses, workshops and professional educational programs occurring outside the employee's contractual hours of employment shall be on a voluntary basis.