



3. Employment Practices

3.1. New Employee Orientation and Conditional Employment Period. All District staff will go through a new employee orientation process and conditional employment period. Typically, this orientation includes information about the District's organization and services, safety rules, operational and personnel policies, rules and procedures, completion of payroll forms and introduction to other District personnel.

3.1.1. All newly hired District staff are considered temporary employees pending the successful completion of a three-month conditional employment period to ensure their suitability to the position. During this time, the new employee will:

- (a). complete a background check prior to offer of employment
- (b). learn to perform the duties of the position to District standards
- (c). be evaluated for their potential to excel in the position

