

Initial Ninety-Day Period

During the initial ninety-day period of employment for the new employee, the employee is not entitled to the benefits of vacation time or accrual, sick leave time or accrual, or overtime. These vacation or sick leave hours will be recorded and will accrue during this period, but may not be used during the first ninety days. If termination occurs before the end of the ninety-day period, the employee will be paid for all vacation time which has been accrued but will not be paid for any sick leave time which has accrued.

Each new employee will be periodically reviewed and evaluated during the initial ninety-day period, and a written evaluation shall be prepared before the conclusion of the period. If the evaluation is unsatisfactory, the employment will be terminated at that time.