

**TEXAS SCHOOL FOR THE DEAF**

**AT-WILL EMPLOYMENT:  
INITIAL NEW HIRE INTRODUCTORY PERIOD**

**DCDA**

**INITIAL NEW HIRE  
INTRODUCTORY  
PERIOD**

All newly hired classified employees will serve a 180-day introductory period. If an employee is authorized to move to another classified position during this period, the employee will have an additional introductory period for 180 days from the date of the change. At the conclusion of the initial new hire introductory period, the employee will remain at-will.

If an employee is not performing satisfactorily or in accordance with school policies and procedures, the supervisor and/or division director may recommend dismissal before the end of the introductory period without implementation, in whole or in part, of the TSD administrative procedure on employee non-disciplinary and disciplinary actions.

**AT-WILL STATUS**

Nothing contained herein shall be construed to provide employees who have completed the introductory period any expectancy of reemployment and such employees shall remain as at-will employees, without any property rights in their employment status, throughout their employment with the Texas School for the Deaf unless issued a written contract, executed by both the employee and School for a definite term.

Issued: 05-29-82

Adopted: 05-29-82

Amended: 12-08-90  
12-11-92  
07-25-97  
12-12-03  
02-19-10  
02-12-16