
Fresno USD DIVISION OF HUMAN RESOURCES
HR 2301.1
PROBATIONARY RELEASE – CERTIFICATED EMPLOYEE

Probationary certificated employees may be released at the end of the first or second year without cause.

There is no statutory deadline for giving notice of termination at the end of the first year, but case law indicates that the notice should be given by **May 1**.

Notice of release at the end of the second year must be given on or before **March 15**. Board Action is required prior to giving the notice.

While the employee is not entitled to a statement of reasons or a hearing, Fresno Unified School District evaluators should follow their evaluation procedures and complete the evaluation of all probationary employees to avoid claims that employees were released for improper reasons.