

**Minneapolis Public Schools
The Minneapolis Federation of Teachers, Local 59
Educational Support Professionals
Contract Negotiations
2019-2021 Contract**

**District Response
Presented June 12, 2019**

The District respectfully propose status quo.

Article 3 – Probationary Period

Union Proposal Probationary Employees Article 3.9:

3.9.1 Initial Employment: Probationary employees are “at will” employees. An Educational Support Professional whose performance is unsatisfactory may be released at the discretion of the employer during the first one hundred and thirty (130) duty days worked, excluding holidays, vacation, and sick days. The employee shall be notified of their probationary release by the appropriate administrator. Probationary release shall not be subject to the grievance procedure by either the union or the employee.