MSD: Career, Provisional, Temporary, and Non-Bank-Eligible Status

Classified employee positions eligible for career employee status under Millard's local classified framework include full-time maintenance, custodial, transportation, lunch, and secretarial workers. Career employee status is obtained upon successful completion of at least three full consecutive academic school years with the District as a provisional employee, subject to current law and the District policies governing evaluation, probation, orderly termination, and reduction in force.

A provisional classified employee has not achieved career employee status and is hired on an individual one-year contract. A temporary or seasonal employee is employed on a temporary basis and is not a career or provisional employee. Unless expressly provided by written contract, state law, or Board policy, provisional, temporary, seasonal, substitute, extra-duty, volunteer, independent-contractor, or other non-contract statuses do not create rights beyond the applicable contract or policy term.

Leave eligibility, PTO, Medical Leave Bank eligibility, and non-contract position exclusions remain governed by the separate Board-approved Policy 4240 and are not expanded by this policy.

Source: MSD Policy 4410, approved 2024; MSD Policy 4240, approved 2026.