# MSD: Provisional, Temporary, Seasonal, Substitute, and Non-Contract Status

A provisional employee does not have an expectation of continued employment beyond the current one-year contract term unless state law, an individual written contract, or Board policy expressly provides otherwise. Temporary and seasonal employees are employed on a temporary basis, are not career or provisional employees, and have no expectation of continued employment beyond the assignment or appointment. Their employment may be ended consistent with law, applicable contract terms, and District policy.

Substitute employees, temporary employees, seasonal employees, extra-duty coaching assignments, independent contractors, and volunteers are not employed under an annual District contract for purposes of the Board-approved leave system and do not accrue PTO or Medical Leave Bank benefits under Policy 4240. Nothing in this policy or in Policy 4240 creates implied contract rights, implied leave rights, or continued-employment rights beyond those expressly granted by state law, written contract, or Board policy.

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