

DISMISSAL

Permanent Employees

Permanent employees shall not be deprived of their position except when cause for the dismissal can be shown. Cause and procedures for dismissal are defined by provisions of Education Code section 44932 et seq.

(cf. 4116 - Probationary/Permanent Status)

Probationary Employees

During the school year, certificated probationary employees may be dismissed for causes specified in Education Code section 44932 or for unsatisfactory performance determined pursuant to Education Code section 44660-44665. Procedures and time limits for such action shall be those set forth in Education Code section 44948.3.

Board shall notify the employee, on or before March 15th of the employee's second complete consecutive school year of employment by the district in a position or positions requiring certification qualifications, of the decision to re-elect or not re-elect the employee for the next succeeding school year to the position. In the event that the Governing Board does not give notice pursuant to Education Code section 44929.21 on or before March 15th, the employee shall be deemed re-elected for the next succeeding school year. This shall apply only to probationary employees whose probationary period commenced during the 1983-84 fiscal year or any fiscal thereafter. (Education Code section 44929.21.)

Legal References:

EDUCATION CODE

44660-44665 Evaluation and assessment of performance

44842 Automatic declining of employment

44918 Substitute or temporary employee; reemployment rights

44929.21 Districts with 250 ADA or more; notice of reelection decision.

44929.23 Districts with daily attendance less than 250

44932-44947 Suspension and/or dismissal of permanent employees

44948 Dismissal or suspension of probationary employees during school year

44948.2 Election to use provisions of Education Code 44948.3

44948.3 Dismissal of probationary employees (over 250 ADA)

44948.5 Dismissal of probationary employees (under 250 ADA)

44949 Cause, notice and right to hearing for dismissal of probationary employee

44953 Dismissal of substitute employees

44955 Reduction in number of permanent employees

GOVERNMENT CODE

3543.2 Scope of representation (re duty of district to meet and negotiate regarding causes and procedures for discipline less than dismissal)

Regulation

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VISALIA UNIFIED SCHOOL DISTRICT

Visalia, California