DISMISSAL

Permanent Employees

Permanent employees shall not be dismissed from their position except when cause for dismissal can be shown. Cause and procedures for dismissal are defined by provisions of Education Code 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 44932 or for unsatisfactory performance determined pursuant to Education Code 44660-44665. Procedures and time limits for such action shall be those set forth in Education Code 44948.3.

(cf. 4115 - Evaluation/Supervision)

At the end of the school year, the Board of Education may decide not to rehire probationary employees without a statement of reasons, giving notice in accordance with Education Code 44929.21.

(cf. 4117.6 - Decision Not to Rehire)

Legal Reference: (see next page)

DISMISSAL (continued)

Legal References:
    <u>EDUCATION CODE</u>
    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
    <u>GOVERNMENT CODE</u>
    3543.2 Scope of representation (re duty of district to meet and negotiate regarding causes and procedures for discipline less than dismissal)

Regulation   **VACAVILLE UNIFIED SCHOOL DISTRICT**
Approved: September 1, 2005   Vacaville, California