

Dismissal

Dismissal of Permanent Employees

Permanent employees shall not be deprived of their position except when cause for the dismissal can be shown. Except as otherwise provided by law, cause and procedures for dismissal are defined by provisions of Education Code 44932 et seq.

Dismissal of Probationary Employees

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

At the end of the school year, the Governing Board 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)

Dismissal of Substitute Employees

Substitute employees may be dismissed at any time, subject to their reemployment rights under Education Code 44918. (Education Code 44953)

Legal References:

EDUCATION CODE

44918 Substitute or temporary employee; reemployment rights

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

44932 et seq. Suspension and/or dismissal of permanent employees

44948 Dismissal or suspension of probationary employees during school year

44948.3 Re dismissal of probational employees (over 250 ADA)

44948.5 Re dismissal of probationary employees (under 250 ADA)

44953 Dismissal of substitute 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)

Policy FRESNO UNIFIED SCHOOL DISTRICT

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revised: March 12, 1998