

Layoff/Rehire

Classified employees shall be subject to layoff for lack of work, lack of funds, or reduction of services. Lack of work shall mean that the majority of the duties of a position or class of positions are no longer required by the district. Lack of funds shall mean that the duties of a position or class of positions are still required by the district, but adequate funds are not available to sustain the position(s). All layoffs resulting from the above shall be approved by the Governing Board.

Whenever a classified employee is laid off, the order of layoff within the class shall be determined by seniority as prescribed in the Education Code. Layoffs effected under this policy shall be considered involuntary and shall not in any way reflect discredit against the employee.

Qualified employees who have been laid off will be given priority and rehired when conditions permit.

Legal Reference:

EDUCATION CODE

45114 Layoff and reemployment procedures; definitions

45115 Layoff: Reinstatement from service retirement

45117 Notice of layoff due to expiration of specially funded programs or bona fide reduction or elimination of service

45298 Reemployment and promotional examination preference of persons laid off; voluntary demotions or reductions in time

45308 Order of layoff and reemployment; length of service

Policy FRESNO UNIFIED SCHOOL DISTRICT

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reviewed: April 25, 2001