

Salinas Union High School District

DISMISSAL/SUSPENSION/DISCIPLINARY ACTION

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 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)

Certificated probationary employees may be dismissed only for causes specified in Education Code [44932](#) et seq. (Education Code [44948](#))

During the school year, dismissal procedures shall be those set forth in Education Code [44932](#) et seq.

At the end of the school year, dismissal procedures shall be those set forth in Education Code [44948.5](#). The employee shall receive written notice on or before March 15 and may request a hearing, as provided by Education Code [44948.5](#), to determine if there is cause for not reemploying him/her. If the Governing Board does not give written notice on or before March 15, the employee shall be rehired for the following year. (Education Code [44948.5](#))

(cf. [4121](#) - Temporary/Substitute Personnel)

Legal References:

EDUCATION CODE

[44660-44665](#) Evaluation and assessment of performance

[44842](#) Automatic declining of employment

[44918](#) Substitute or temporary employee; reemployment rights

Salinas Union High School District

Certificated Management Personnel

Regulation #4417.4

DISMISSAL/SUSPENSION/DISCIPLINARY ACTION

[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)

Adopted: 11/24/81

Amended: 9/23/86

Revised: 11/03