

# Salinas Union High School District

Certificated Personnel

Policy #4117.4

## **DISMISSAL/SUSPENSION/DISCIPLINARY ACTION**

### **Dismissal**

Permanent employees shall not be dismissed except for cause prescribed by the Education Code. Layoff of permanent employees may also be undertaken as prescribed by the Education Code.

Probationary employees may be dismissed during the school year for cause including unsatisfactory performance as prescribed by the Education Code.

Probationary employees may be non-reemployed at the termination of their first or second year without a hearing.

### **Suspension**

Certificated employees may be suspended for cause prescribed by the Education Code. Except in unusual cases where injury or harm may result or where it is clearly impractical, no employee shall be suspended without first having been informed of the basis for the suspension and the essential facts surrounding the suspension, and being afforded the opportunity to explain his/her side of the case.

Suspension shall be implemented in accordance with the Education Code and applicable provisions of any collective bargaining agreement.

### **Disciplinary Action**

All disciplinary action including dismissal and suspension shall be implemented in accordance with the Education Code and applicable collective bargaining provisions.

#### 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

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## **DISMISSAL/SUSPENSION/DISCIPLINARY ACTION**

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)

Policy Adopted: 11/24/81

Amended: 9/23/86

Reviewed: 1/04