

Salinas Union High School District

LAYOFF

The Board of Trustees reserves the right to terminate the employment of an employee when lack of work or shortage of funds make it necessary for the Board to reduce the number of employees.

Whenever a classified employee is laid off, the order of layoff within the class shall be determined by the hours of paid service excluding overtime. The employee who has been employed the shortest time in the class, plus higher classes, shall be laid off first.

Rehire After Layoff

Any former employee, laid off because of lack of work or shortage of funds, if rehired in the same or similar position within 39 calendar months of his/her last day of regular employment, shall have restored to him/her all rights, benefits and responsibilities as though there had not been a break in service; i.e., (1) salary step placement, (2) days of vacation entitlement, and (3) accrued days of sick leave. The period of absence will not count towards seniority or longevity.

Probationary, short-term and substitute employees whose services have been discontinued shall hold no reemployment rights.

Legal Reference:

EDUCATION CODE

45101 Definitions

45103 Classified service in Districts not incorporating the merit system

45105 Positions under various acts not requiring certification qualifications; classification

45105.1 Positions exempt from classified services (C.E.T.A.)

45113 Rules and regulations for classified service in Districts not incorporating the merit system

45114 Layoff and reemployment procedures; definitions

45115 Layoff: Re-instatement from service retirement

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

45286 Limited term employees

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 adopted: 11/24/81