

**Personnel**

**Dismissal**

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.

Probationary Employees

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](#))

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
- [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)