

SANTA ANA UNIFIED SCHOOL DISTRICT

AR 4117.4

Certificated Personnel

Dismissal

Permanent Employees

Permanent employees shall not be deprived of their position except when cause for the dismissal can be shown. Cause and procedures for dismissal are defined by provisions of E.C. 44932 et seq. (cf. 4116 - Probationary/Permanent Status)

Probationary Employees

During the school year, certificated probationary employees may be dismissed for causes specified in E.C. 44932 or for unsatisfactory performance determined pursuant to E.C. 44660-44665. Procedures and time limits for such action shall be those set forth in E.C. 44948.3. (cf. 4117.6 - Decision Not to Rehire)

Legal Reference:

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
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	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)

Approved: (6/96 7/87 10/96)

Santa Ana, CA