

Certificated Personnel

Personnel Reduction

The Board of Education may reduce the number of certificated personnel, or their hours and wages, due to any of the following conditions: (E.C. 44955)

1. Declining enrollment, provided that the percentage of reduction in probationary and permanent certificated personnel shall not exceed the corresponding percentage of student attendance lost;
2. Reduction or discontinuance of programs or services;
3. State-mandated modification of the curriculum; or
4. The fiscal crisis that may occur after enactment of the Budget Act when the total revenue limit per ADA has not increased by at least two percent. (E.C. 44955.5)

The Board recognizes that its authority in the reduction of personnel is subject to legal requirements. Except as otherwise provided by statute, a permanent employee who is certificated and competent to render a service shall not be terminated or given a reduction in hours and wages while a probationary employee or other employee with less seniority is retained to render the service. (E.C. 44955)

Legal Reference:

EDUCATION CODE

44830	Employment of certificated persons
44949	Dismissal of probationary employees
44955	Reduction in number of permanent employees
44955.5	Termination of certificated employees
449556-44959.5	Rights of employees