

Management and Confidential Personnel

PROMOTION/DEMOTION/REASSIGNMENT

Certificated Management Personnel

Certificated employees holding an administrative credential may be released and placed in a different position for the following year.

Before March 15, the Governing Board shall meet and determine whether the identified employee may be released from his/her position effective the end of the school year and reassigned to a different position.

By March 15, the employee shall be notified of the Board's action by registered mail or in person. If the notice is presented to the employee in person, the employee's signature acknowledging receipt of the notice shall be obtained on the District's copy of the written notice. (Education Code 44951)

Before July 1, the Board shall take additional action to bring into effect the release and reassignment of employees who received the above notice.

If the reassignment is to a teaching position, the Superintendent or designee shall give the employee, if requested, a written statement of the reasons for the reassignment. If these reasons include incompetency as an administrator or supervisor, the District shall have completed an evaluation of the employee within the 60-day period immediately preceding the notice date. (Education Code 44896)

Classified Management and Confidential Personnel

"Demotion" means assignment to an inferior position or status, without the employee's written voluntary consent. (Education Code 45101)

"Reclassification" means the upgrading of a position to a higher classification as a result of the gradual increase of the duties being performed by the incumbent in such position. (Education Code 45101)

If assigned to a position within a bargaining unit, management and confidential classified employees shall be reclassified at the discretion of the District subject to provisions of the applicable collective bargaining agreement.

Management and Confidential Personnel

PROMOTION/DEMOTION/REASSIGNMENT (continued)

Any decision regarding the demotion of a permanent management or confidential classified employee shall be subject to the causes, appeal rights, and procedures set forth in District policy, regulation, or collective bargaining agreements for disciplinary action against classified employees. (Education Code 45113)

The Board shall provide a 45-day notice before demoting an assistant superintendent or employee in the senior management of the classified service. (Education Code 35031)

Regulation
Reviewed: 11/13/90
Reviewed: 11/15/05

CHULA VISTA ELEMENTARY SCHOOL DISTRICT
Chula Vista, California