

Certificated Personnel

**DISMISSAL**

The Superintendent or designee shall consult with legal counsel well before dismissal proceedings are to be instituted.

**Dismissal of Substitute Employees**

Substitutes provide services to the District on a day-to-day basis and may be dismissed at any time.

Legal References:

EDUCATION CODE

- 44918 Substitute or temporary employee; reemployment rights
- 44929.21 Districts with 250 ADA or more; notice of reelection decision.
- 44932 et seq. Suspension and/or dismissal of permanent employees
- 44948 Dismissal or suspension of probationary employees during school year
- 44948.3 Re dismissal of probationary employees (over 250 ADA)
- 44948.5 Re dismissal of probationary employees (under 250 ADA)
- 44953 Dismissal of substitute 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)