

Management, Supervisory and Confidential Personnel

PERSONNEL REDUCTION (LAYOFF/REHIRE)

Reduction of Services

A need for reduction of management positions may develop for a number of reasons, including but not limited to, student enrollment decline, reduction or discontinuance of a particular kind of service or lack of necessary District funds.

When a certificated management position is abolished by the District under these circumstances, the employee shall be offered employment in a lower ranking management position whenever possible, and in any event shall keep any acquired rights as an employee in the district.

The Board, upon the recommendation of the Superintendent, shall determine the number of management team members (management, supervisory, confidential) needed in the school district.

The Board recognizes that this policy applies to both certificated and classified personnel and situations pertaining to either group are encompassed by statutory requirements.

Reinstatement

A management team member who has been removed from his/her position because of reduction of services shall have the right to reinstatement to management position openings that may occur during the first 24 months following reassignment, subject to the following conditions:

1. The position opening is at the same or lower management classification held at the time of reassignment and the employee meets the job description and qualifications for reinstatement.
2. The Superintendent recommends reinstatement to the Board following consideration of appropriate factors including seniority and concludes that the reinstatement of the employee will be in the best interest of students.
3. The management employee accepts reinstatement within the time limits specified by the District.

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PERSONNEL REDUCTION (LAYOFF/REHIRE) (continued)

Legal Reference:

EDUCATION CODE

44955 Certificated employee layoff

44956 Reemployment rights of laid-off certificated employees

44956.5 Seniority of certificated administrators

45100.5, 45104.5, 45108.5 Senior management of the classified service

45114, 45117, 45298, 45308 Classified employee layoff