

Management, Supervisory and Confidential Personnel

Personnel Reduction (Lay-off/Rehire)

Certificated Management

The Governing Board recognizes that a variety of reasons may indicate that there is a need to reduce the kind and/or number of management staff members. Layoff proceedings shall be undertaken upon the recommendation of the Superintendent and prior consultation with legal counsel.

If there is a need to reduce the number and/or kind of management staff coupled with a need to reduce the overall number of certificated employees of the district, the district shall proceed pursuant to the requirements of Education Code 44955.

If there is a need to reduce the number and/or kind of management staff with intention that those management personnel who would be displaced will be placed in other certificated positions (i.e., there will not be a reduction in the overall number of certificated employees of the district), the district shall proceed pursuant to Education Code 44951.

If a management certificated employee who was assigned to an administrative position prior to July 1, 1983, is reassigned to a classroom teaching position, he/she shall have his/her seniority determined as though he/she had been a teacher during the time spent as a management employee.

For a certificated employee initially employed in an administrative position on or after July 1, 1983, who transfers to a teaching position, the period of employment in the administrative position shall not be included in determining seniority for purposes of employee layoff and employee reemployment after layoff, except for school site administrators who shall earn up to a maximum of three years seniority while serving as site administrators.

Classified Management

Classified managers shall be entitled to the same procedure and have the same layoff rights as all other classified employees. Layoff proceedings shall be carried out in consultation with legal counsel.

Legal Reference: (See next page)

Personnel Reduction (Lay-off/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

Policy
adopted: December 1990

NORRIS SCHOOL DISTRICT
Bakersfield, California