

Certificated Personnel

Personnel Reduction

The Governing Board may determine that a reduction in certificated personnel or a reduction in hours and wages is necessary due to any of the following conditions:

1. Declining enrollment.
2. Reduction or discontinuance of programs or services.
3. State-mandated modification of the curriculum.
4. Reasons related to fiscal crisis. (Education Code 44955.5)

The Board shall authorize the Superintendent or designee to lay off employees by adopting a resolution to that effect.

No permanent certificated employee shall be terminated or given a reduction in hours and wages while any probationary employee or other employee with less seniority is retained to render a service which a permanent employee is certified and competent to render, except as otherwise provided by law.

In cases of declining enrollment, the percentage of reduction in probationary and permanent certificated personnel shall not exceed the corresponding percentage of student attendance lost.

The Board shall adhere to the notice, hearing and layoff procedures according to law. (Education Codes 44949 and 44955)

**Legal Reference:**

EDUCATION CODE

- 44949 Dismissal of probationary employees
- 44955 Reduction in number of permanent employees
- 44955.5 Termination of certificated employees
- 44956-44959.5 Rights of employees

GOVERNMENT CODE

- 3543.2 Scope of representation
- 11500-11528 Administrative adjudication

Policy  
adopted: December 1990

NORRIS SCHOOL DISTRICT  
Bakersfield, California