

CAMBRIAN SCHOOL DISTRICT

Board Policy

Policy 4317.3

Adopted: March 26, 2002

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PERSONNEL

Reduction of Classified Management/Confidential Employee Work Force

Classified management/confidential employees shall be subject to layoff for lack of work or lack of funds.

- A. Written notice of the District's intention to reduce or terminate the services of management/confidential employees shall be given to the employees who will be affected by such reductions at least thirty (30) days prior to the effective date of the proposed changes.
- B. Any permanent employee directly affected by the above may request a hearing before the Board to contest any change in employment status.
 - 1. The request for a hearing must be in writing and filed with the Superintendent no later than five days following receipt of the above notice.
 - 2. The decision of the Board concerning the employee's status shall be final.
- C. The foregoing shall not deprive the Superintendent from making assignments and reassignments of employees in the manner provided for by law or by District regulations.

Certificated Management Employees

- A. When school closure or reorganization is the primary reason for reassignment, the administrative personnel connected with the school or program being closed shall receive equal consideration with all other administrators in the same job capacity in determining reassignment.
- B. Given like or similar performance evaluations, the decision for retention in any administrative assignment shall consider the following criteria. (Criteria is not weighted nor in any order of priority.)
 - 1. Ability of the individual to adapt to a similar assignment.

2. Ability of the individual to perform satisfactorily in a number of different administrative assignments within the District.
 3. Identified needs of the District at the time of the reassignment;
 4. Ability of the individual to assist in and implement District programs;
 5. Ability of the individual for future professional growth and development.
- C. An administrator who believes an administrative reassignment to be unfair may discuss the matter privately through normal channels with his/her supervisors and the Superintendent. Upon request, the administrator will be furnished with a written list of reasons for his/her reassignment. If the administrator is not satisfied in the above process, he/she shall have the right to have, upon request, a hearing in closed session with the Superintendent and the Board.
- D. An administrator may, at any time, without prejudice, submit a written request for reassignment.
- E. Administrative personnel reassigned to the classroom teacher position shall retain all rights, including permanent classification as a classroom teacher, and seniority of District service as specified in the certificated unit contract. (Education Code 44929.21)