

CAMBRIAN SCHOOL DISTRICT
Board Policy

Policy 4317.4
Adopted: March 26, 2002
Page 1 of 1

PERSONNEL

Suspension and Dismissal of Management/Confidential Employees

No certificated management employee shall be dismissed without cause.

- A. If, in the opinion of the Board, a certificated management employee should not be re-employed for the following school year, all such action for non-re-employment shall be in accord with the Education Code provisions.
- B. If in the opinion of the Board a certificated management employee's contract should be terminated before the contract expires, termination proceedings shall be conducted in accord with the Education Code provisions.

A probationary classified management/confidential employee who is deemed unsatisfactory may be dismissed without a hearing before the Board.

A permanent classified management/confidential employee, with the exception of senior managers of the classified service, shall be dismissed for cause only and the dismissal proceedings shall be conducted in accord with the Education Code provisions.

Dismissal will be made by the Board upon the recommendation of the Superintendent. The notice of dismissal shall contain a statement in ordinary and concise language of the specific acts and omissions upon which the action is based including relevant educational code or laws, a statement of the cause for the dismissal and, if it is claimed that an employee has violated a rule or regulation of the District, such rule or regulation shall be set forth.

The notice of dismissal shall include a statement of the employee's rights to a hearing on the charges, and the time within which such hearing may be requested (not less than five (5) days after service of the notice to the employee), and a card or paper, the signing and filing of which shall constitute a demand for a hearing.

Dismissal may or may not be preceded by suspension or demotion.

Disciplinary (suspension, demotion or dismissal) proceedings shall be in accord with all Education Code provisions.