

## **Personnel**

### **DEMOTION/REASSIGNMENT**

**BP 4313.2**

The Governing Board may authorize the demotion or reassignment of any administrative or supervisory employee upon the recommendation of the Superintendent or designee and when such action is determined to be in the best interest of the district.

*(cf. 0520.2 - Title I Program Improvement Schools)*  
*(cf. 0520.3 - Title I Program Improvement Districts)*  
*(cf. 4300 - Administrative and Supervisory Personnel)*  
*(cf. 4312.1 - Contracts)*  
*(cf. 4314 - Transfers)*

The Board of Education shall recommend, support and initiate Demotions and Reassignments in accordance with law, Board Policy, Administrative Regulation, Personnel Commission rules and regulations and collective bargaining agreements.

The Superintendent or designee shall ensure that the district complies with all applicable statutory deadlines and due process procedures when an employee is to be demoted or reassigned.

#### *Legal Reference:*

##### EDUCATION CODE

*35031 - Senior management employee in the classified service: nonreelection*

*44660-44665 - Evaluation and assessment of performance of certificated employees*

*44850.1 - No tenure in administrative or supervisory positions*

*44896 - Transfer of administrator or supervisor to teaching position*

*44897 - Classification of administrator or supervisor to a teaching position*

*44951 - Continuation in position unless notified*

*45101 - Definitions (including disciplinary action, cause)*

*45113 - Rules for classified service in districts not incorporating the merit system*

*52055.5 - Meeting or exceeding growth requirements*

*52055.57 - Districts identified or at risk of identification for program improvement*

##### UNITED STATES CODE, TITLE 20

*6316 - School and district improvement*

##### COURT DECISIONS

*Jefferson v. Compton Unified School District, (1993) 14 Cal. App. 4th 32*

*Schultz v. Regents of the University of California, (1984) 160 Cal. App. 3d 768*

*Ellerbroek v. Saddleback Valley Unified School District, (1981) 125 Cal. App 3d*

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*Skelly v. California Personnel Board, (1975) 15 Cal.3d 194*  
*Hentschke v. Sink, (1973) 34 Cal. App. 3d 19*

**Policy**

**Adopted:** September 26, 1995

**Revised:** September 25, 2014

**PASADENA UNIFIED SCHOOL DISTRICT**

Pasadena, California