

**POWAY UNIFIED SCHOOL DISTRICT
ADMINISTRATIVE PROCEDURE**

Originator: Assoc. Superintendent, PSS

Issue No: 2

Date: 7/29/91

Page: 1 of 1

Reference: EC 44908, 44921, 44929,
44932-44955.5

ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES

4.2 CERTIFICATED PERSONNEL

**4.246 PERSONNEL DISMISSAL AND
SUSPENSION WITHOUT PAY**

SECTION 4.246.1 Dismissals and Suspensions Without Pay of Certificated Personnel

Dismissals and Suspensions Without Pay of Certificated Personnel

Any person employed in a position requiring certification qualifications may be suspended or dismissed for causes permitted by law.

Procedures for the dismissal of permanent certificated employees shall be as required by the Education Code.

Probationary employees being dismissed during the school year for unsatisfactory performance or for cause pursuant to Education Code Section 44932 shall be dismissed in accordance with the procedures set forth within Education Code Section 44948.3. If the Board of Education elects to appoint an administrative law judge to conduct the hearing and submit a recommended decision to the Board, the Superintendent shall act on behalf of the Board of Education within the selection process, subject to ratification by the Board.

Nonrenewal of Probationary Certificated Employees

Probationary employees who are not reelected for the next succeeding school year shall be notified of that decision in accordance with the requirements of the Education Code. The Superintendent, or the Superintendent's designee, shall notify the employee on behalf of the Board of Education, on or before March 15 of the employee's second complete consecutive school year of employment by the District in a position or positions requiring certification qualifications, of the decision to not reelect the employee for the next succeeding school year.

Suspension Without Pay

Probationary certificated employees may be suspended without pay in accordance with the causes and procedures set forth within the Education Code. Permanent certificated employees may be suspended without pay in accordance with the causes and procedures within the Education Code or as supplemented by an applicable collective bargaining agreement.