

**POWAY UNIFIED SCHOOL DISTRICT  
BOARD POLICY**

**Originator:** Assoc. Superintendent, PSS

**Issue No:** 2

**Date:** 7/29/91

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**ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES**

**Reference:** EC 35160-61, 44929.21,  
44932-49, 44953-54,  
44955.5

**4.2 CERTIFICATED PERSONNEL**

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**SECTION 4.246 PERSONNEL DISMISSAL AND SUSPENSION WITHOUT PAY**

The Board of Education may, pursuant to the Education Code, give written notice to any probationary employee that such employee's services will not be required for the ensuing year.

Probationary and permanent employees shall be dismissed only as permitted by the statutes of the State of California.

Where there is to be a reduction in certificated staff due to a decline in ADA, a reduction or discontinuance of a particular kind of service, the amendment of state law requiring the modification of curriculum, or the District's total revenue limit per unit of average daily attendance for a fiscal year will not increase by at least two percent (2%), those certificated employees who are to be terminated are entitled to the procedures guaranteed by the statutes of the State of California.

The Board of Education may release substitute or temporary employees as permitted by the Education Code.

Permanent certificated employees may be suspended without pay as permitted by the Education Code or as may be modified by any applicable collective bargaining agreement. Probationary certificated employees may be suspended without pay as permitted by the Education Code, and as such procedures may be supplemented by the Board as permitted by the Education Code. Nothing in this policy is intended to prohibit or restrict suspensions or administrative leaves, with pay, pending investigation of employee conduct or implementation of disciplinary procedures.

The Superintendent, or the Superintendent's designee, is delegated the authority, as permitted by law, to provide notifications to employees and to develop procedures, as applicable, to implement the provisions of this policy and the Education Code.