

**PERSONNEL - CERTIFICATED PERSONNEL**

**SUBJECT: Personnel Reduction**

The Superintendent shall adhere to the notice, hearing and layoff procedures according to law.

It is the responsibility of the Superintendent to provide the staff necessary for a quality educational program, efficient operation of the programs and fiscal oversight of the County Office of Education.

The Superintendent reserves the right in accordance with law to abolish any existing position in whole or in part and to reduce the number of certificated employees for reasons of a decline in the number of students enrolled or reduction or discontinuance of a particular service of the Superintendent.

In the exercise of his/her authority to abolish a position, the Superintendent shall give primary consideration to the balance between effective education and efficient operation.

Legal Reference:

EDUCATION CODE

44949 Dismissal of probationary employees

44944 Reduction in number of permanent employees

44944.5 Termination of certificated employees

44956-44959.5 Rights of employees

GOVERNMENT CODE

3543.2 Scope of representation

11500-11528 Administrative adjudication