

Personnel

Decision Not To Rehire

The Superintendent or designee shall provide the Governing Board with his/her recommendations regarding the rehiring of probationary certificated personnel.

The Board may decide not to rehire a probationary employee for a second school year and give written notice of its decision to the employee at any time during his/her first year of employment. If the Board does not give written notice, the employee shall be deemed reelected for the next succeeding school year.

The Board may decide not to rehire a probationary employee for a third year and give written notice to the employee on or before March 15 of his/her second complete consecutive school year of employment. If the Board does not give written notice on or before March 15, the employee shall be deemed reelected for the next succeeding school year. (Education Code [44929.21](#), [44929.23](#))

Legal Reference:

EDUCATION CODE

[44885.5](#) District interns

[44929.21](#) Districts with 250 ADA or more; notice of reelection decision

[44929.23](#) Districts with daily attendance less than 250

[44948.2](#) Election to use provisions of EC 44948.3

[44948.3](#) Dismissal of probationary employees (over 250 ADA)

[44949](#) Cause, notice and right to hearing required for dismissal of probationary employee

[44955](#) Reduction in number of permanent employees

COURT DECISIONS

Fischer v. Los Angeles Unified School District (1999) 70 Cal.App.4th 87

Bellflower Education Assn. v. Bellflower Unified School District (1991) 228 Cal.App.3d 805

Fontana Teachers Assn. v. Fontana Unified School District (1988) 201 Cal.App.3d 1517

Grimsley v. Board of Trustees (1987) 189 Cal.App.3d 1440