

MID-YEAR DISMISSAL OF PROBATIONARY IN DISTRICTS OF 250 ADA OR MORE

First and second-year probationary employees may be dismissed during the school year of unsatisfactory performance determined by evaluation and assessment guidelines in sections 44460-44465 or for cause pursuant to section 44932 (ground for dismissal of permanent employees). The superintendent shall give 30 days written notice, not later than March 15 in the case of second-year probationary employees. The notice is to contain a statement of reasons for dismissal and notice of the opportunity to appeal. In a dismissal for unsatisfactory performance, a copy of the evaluation pursuant to section 44664 shall be included.

The employee has 15 days to request a hearing. Failure to request a hearing in 15 days waives the right to a hearing. The board may arrange an administrative law judge to conduct the hearing and prepare a recommended decision, but the board makes the final decision. (49948.3)