

**CLASSIFICATION: Certificated Personnel**

**ADOPTED: 6/14/95**

**REVISED:**

**SUBJECT: Personnel Reduction**

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The County Superintendent of Schools may determine that a reduction in certificated personnel or a reduction in hours or wages is necessary due to any of the following conditions:

1. Declining enrollment.
2. Reduction of discontinuance of programs or services.
3. State-mandated modification of the curriculum.
4. Reasons related to fiscal crisis.

No permanent certificated employee shall be terminated or given a reduction in hours and wages while any probationary employee or other employee with less seniority is retained to render a service which a permanent employee is certified and competent to render, except as otherwise provided by law.

In cases of declining enrollment, the percentage of reduction in probationary and permanent certificated personnel shall not exceed the corresponding percentage of student attendance lost.

**Legal Reference:** Education Code  
44949, 44955, 44955.5, 44956 - 44959.5  
Government Code  
3543.2, 11500 - 11528