

**North Orange County Regional Occupational Program  
RELEASE AND DISMISSAL OF CERTIFICATED STAFF  
ROP BP 4117.3**

## **Policy**

### **Certificated Personnel**

The Governing Board retains the right to lay off certificated staff at any time when necessitated by such conditions as lack of approval of employment by the Board of Trustees, lack of approval of course(s) by the State Board of Education, low student enrollment, low student attendance, improper instructor credential authorization, decline in the course labor market demand, substantial changes in technology that the instructor is unprepared to teach, and/or lack of funds.

Certificated employees may be dismissed during the school year for unsatisfactory performance, failure to maintain required credentials, and/or certification, or failure to adhere to ROP policies and administrative regulations.

The Education Code stipulates that instructor positions are temporary and time employed does not accrue towards permanent status or seniority. This Education Code statute supports the need for ROP's to maintain maximum flexibility in response to changing labor market.

The Superintendent will determine which positions and instructors will be reduced based on the needs of students and ROP, and such decisions will not be made on the basis of years employed within ROP.

Revised: June 30, 2010  
Revised: June 21, 2006  
Revised: June 20, 2001  
Adopted: March 14, 1978