

CLASSIFIED PERSONNEL

Reemployment after Resignation

When a regular classified employee voluntarily resigns after serving at least one year with the Office of Education, and is subsequently reemployed in regular employment status within 39 months from the date of resignation, the Superintendent may, for some limited considerations, disregard a break in service and restore the following benefits:

1. Accumulated unused sick leave on record.
2. Accumulated service hours on record for vacation accrual only.
3. Placement on the same salary schedule range and step as the employee received in the same classification at the time of the resignation. If reemployed in a different classification, salary schedule placement shall be according to initial employment procedures.

Seniority to establish length of service for layoff purposes shall be determined by hours in paid service rendered from the reemployment date.

When an employee voluntarily resigns from a regular classified position with the Office of Education, and is reemployed following an absence of 39 months or more, the Superintendent, at his/her discretion, may restore any of benefits #1 through #3 listed above; but, generally:

1. The employee shall not be entitled to accumulated sick leave unless he/she has been employed by another county office or school district in the intervening period, in which case accumulated sick leave may be transferred.
2. Vacation accrual shall be the same as for a new employee.
3. Placement on the salary schedule shall be according to initial employment procedures.
4. Seniority to establish length of service for layoff purposes shall be determined by hours in a paid status rendered from the reemployment date.

Legal reference

EDUCATION CODE

45202 Power to accept resignation and fix its effective date