
Fresno USD DIVISION OF HUMAN RESOURCES
HR 2302
RE-EMPLOYMENT

CERTIFICATED

When a permanent certificated employee is rehired within 39 months of his/her resignation (other than a lay-off or because he/she was medically unable to assume job duties/responsibilities after all available leaves were exhausted), he/she should be restored to full rights and benefits with the exception of seniority. This includes salary placement, tenure status and years of service. Seniority, however, is now established as the date in which he/she begins his/her re-employment. However, time spent in active military service subsequent to the last day of paid service shall not count as part of the 39-month period.

In the event a certificated employee is rehired from a lay-off or because he/she was medically unable to assume job duties/responsibilities after all available leaves were exhausted within 39 months of termination, all rights, including seniority, are reinstated upon rehire.

Rehires are subject to fingerprint.

Reference:

Ed. Code 44800. Rights and duties of a certificated employee

Ed. Code 44931. Re-employment of a permanent certificated employee

CLASSIFIED

When a permanent classified employee is rehired within 39 months of his/her resignation (other than a lay-off or because he/she was medically unable to assume job duties/responsibilities after all available leaves were exhausted), he/she will be reinstated without further competitive examination to a position in his/her former classification as a permanent employee, or as a permanent employee in a related lower class or a lower class in which the employee formerly has permanent status.

In the event a permanent classified employee is rehired from a lay-off within 39 months of termination, he/she will be re-employed in his/her former class, in reverse order of layoff, in preference to new applicants, or in a lower class if qualified and so elected.

In the event a classified employee is rehired because he/she was medically unable to assume job duties/responsibilities after all available leaves were exhausted within 39 months of termination, all rights, including seniority, are reinstated upon rehire.

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If a member of the classified service resigns voluntarily (without disciplinary reasons) and seeks re-employment more than 39 months after his/her last day of paid service, he/she must apply as a new hire.

Rehires are subject to fingerprint.

Reference:

*Ed. Code 45192, 45195. Resignations and Leave of Absence, Classified Employees
CSEA Article 13*