

Suspension and Dismissal of Classified Staff

A classified staff member may be suspended without pay by the superintendent, subject to the approval of the Board. Reasons for the suspension of an employee will be filed with the Board. The suspended employee may, within five days after such suspension, file a written request for a hearing before the Board. If no such request is filed, the suspension becomes a dismissal at the expiration of the five days.

Causes for immediate discharge include but are not limited to:

1. Bringing or consuming intoxicants on district premises;
2. Reporting for duty under influence of liquor;
3. Insubordination;
4. Destruction or removal of district property without permission;
5. Neglect of duty;
6. Sleeping on duty;
7. Failure to report to work without an approved reason;
8. Disorderly conduct;
9. Dishonesty.

Disciplinary action may result from a recommendation of the immediate supervisor or principal to the superintendent, who will have authority to discipline an employee for just cause.

Any classified employee of the district who has been dismissed, suspended or demoted will be entitled to a hearing before the Board, if a written request is filed with the Board within 15 days of the dismissal or demotion.