

GDPD - SUSPENSION AND DISMISSAL OF CLASSIFIED STAFF

The Board will strive to assist personnel to adjust to their positions and to perform their duties satisfactorily. Reasonable effort will be made to avoid dismissing personnel at any level.

No employee shall be dismissed or otherwise disciplined except for reasons relating to poor job performance, breach of contract, incompetence, gross immorality, unprofessional conduct, insubordination, and neglect of duty or violation of any policy or regulation of the school district.

Disciplinary alternative actions against an employee may include the following:

- Dismissal
- Suspension without pay
- Suspension with pay
- Written reprimand
- Oral reprimand

When an employee is charged with misconduct, insubordination or unsatisfactory performance, he may be temporarily suspended by the superintendent until the charges are investigated. If the charges are unfounded, he will be reinstated; if not, he will be discharged.

If the employee is dissatisfied with the superintendent's decision, he may appeal to the School Board for a review of his case.

Adopted: July 13, 2009