

Disciplinary Action and Discharge

Staff who fail to fulfill their job responsibilities or follow the reasonable directions of their supervisors or who conduct themselves on or off the job in ways that significantly affect their effectiveness shall be subject to discipline. Behavior, conduct or action which may institute disciplinary action or discharge may include, but not be limited to:

Non-compliance with bargaining agreements, insubordination, gross incompetence, immorality, conviction of a felony, non- professional conduct, mental or physical inability to perform the duties for which employed, use of alcohol in a manner that interferes with job, vulgar speech or actions, illegal use of drugs, use of alcoholic beverages on school premises, unauthorized use of district supplies and equipment for personal betterment or financial gain.

Discipline shall be reasonably appropriate to the circumstances but may include suspension or discharge. Discharge or other adverse action affecting the contract status of certificated staff shall be instituted in the manner prescribed by law.

The superintendent or superintendent's designee(s) are authorized to suspend the staff member immediately. The staff member has the right to hear the charges against him/her, respond to all charges, and be represented by counsel.

Legal References:

RCW	28A.400.300	Hiring and discharge of employees
	28A.405.300	Adverse change in contract status of certificated employee
	28A.58.455	Adverse change in contract status of certificated employee including non-renewal of contract

Adopted September 24, 1987

Formerly: Policy 5255