

SUSPENSION, DEMOTION AND TERMINATION OF CLASSIFIED STAFF MEMBERS

Suspension

The Superintendent may suspend any employee of the Board whenever such action appears necessary in the best interests of the proper functioning of the school system.

Where grounds for immediate dismissal are involved, the Superintendent shall recommend that a special Board meeting be held and immediate steps be initiated to dismiss the employee.

If, after being suspended, an employee is reinstated by the Board, said employee shall receive full salary for the period of suspension.

The Superintendent shall immediately inform all Board members when an employee is suspended.

Dismissal

When the contract of any classified staff employee is terminated, the employee concerned shall be fully advised of the reasons for the dismissal. The reasons for the dismissal shall be fully substantiated by written evaluations and evidence that effort to help the employee improve the quality of his/her services was present unless it is clearly in the interest of the District to terminate his/her services without delay.

Employees may be dismissed for violation of written policies of the Board, for failure to perform assigned duties or for cause as set forth by law.

By law, any public employee who refuses to testify in a court or before a legally constituted agency of the national or state government is subject to immediate dismissal.

By law, any public employee who holds membership in an organization dedicated to the overthrow of the American government by violence is subject to immediate dismissal.

Because of the nature of employment in a school system, there are certain types of conduct which may result in immediate dismissal. These may include but are not limited to:

1. bringing a woman/man into the school or school property for any immoral purposes;
2. evidence of perversion;
3. possession or use of intoxicants or being under the influence of intoxicants on school property;

4. any improper relationship with a student or employee;
5. showing or having possession of obscene literature on Board property;
6. addiction to the use of drugs or
7. conviction of a felony.

Nonrenewal of a Contract

The Board Treasurer shall give notice in writing of the Board's intention not to rehire an employee on or before June 1 and prior to the expiration of the employee's contract. A probationary employee shall be notified of the Board's intention not to rehire two weeks prior to the expiration of the probationary contract.

[Adoption date: August 14, 2001]

LEGAL REFS.: Fair Credit Reporting Act, 15 U.S.C. Sections 1681 et seq.
ORC 124.32; 124.33; 124.34; 124.36
3319.04; 3319.081; 3319.083

CROSS REF.: GBQ, Criminal Records Check

CONTRACT REF.: Classified Staff Negotiated Agreement