

PERSONNEL

Disciplinary Action and Discharge

Staff members shall be subject to discipline if they fail to fulfill their job responsibilities, fail to follow the reasonable directions of their administrators, or conduct themselves on or off the job in ways that significantly affect their effectiveness on the job.

Discipline shall be reasonably appropriate to the circumstances and may include verbal reprimand, written reprimand, suspension without pay, or discharge. Discharge or other adverse action affecting the contract status of certificated staff shall be instituted by the superintendent in the manner prescribed by law.

The superintendent is authorized to impose disciplinary action as prescribed by law. The staff member will be afforded the rights accorded by the appropriate negotiated agreement.

Cross References:

(cf. 5006 Unprofessional Conduct)

Legal References:

RCW 28A.400.300 Hiring and discharge of employees--Seniority and leave benefits, transfers between school districts
RCW 28A.400.320 Crimes against children--mandatory termination of classified employees--Appeal
RCW 28A.400.340 Notice of discharge to contain notice of right to appeal if available
RCW 28A.405.300 Adverse change in contract status of certificated employee--Determination of probable cause--Notice--Opportunity for hearings
RCW 28A.405.310 Adverse change in contract status of certificated employee, including non-renewal of contract--Hearings--Procedure
RCW 28A.405.470 Crimes against children--mandatory termination of certified employees--Appeal
RCW 28A.410.090 Revocation of authority to teach or suspension of certificate or permit to teach— investigation by superintendent of public instruction—mandatory revocation for crimes against children
WAC 180-86 Policies and procedures for administration of certification proceedings
WAC 180-87 Acts of Unprofessional Conduct
WAC 180-44-060 Drugs and alcohol--Use of as cause for dismissal

Adoption Date: January 22, 1986

Revised: May 23, 2001

Revised: May 8, 2002