

BOARD POLICY

PERSONNEL

DISCIPLINARY ACTION AND DISCHARGE

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

Insubordination, gross incompetence, immorality, conviction of a felony, nonprofessional conduct, mental or physical inability to perform the duties for which employed, intemperance, intentional

Discrimination, vulgar speech or actions, use of habit-forming drugs without pharmaceutical prescription by a doctor of medicine licensed to practice in the state of Washington, use of alcoholic beverages on school premises or at a school-sponsored activity off the school premises, and 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. In the event that allegations or charges are made against a staff member for immorality, the superintendent may contact the child protective services central registry for evidence regarding the staff member as an adjudicated or admitted perpetrator of child abuse or neglect. Discharge or other adverse action affecting the contract status of certificated staff shall be instituted by the superintendent in the manner prescribed by law. When the district or superintendent discharges, fails to renew the contract or permits a certificated staff member to resign, the superintendent shall notify the state board of education of such termination of employment.

The superintendent is authorized to suspend a regular status classified staff member immediately. The staff member shall be advised of the right to request an informal pre-termination meeting within five (5) working days following notice. At such time the staff member may receive notice of the charge against him/her, an explanation of the evidence, and an opportunity to refute any of the charges made.

Upon the request of the suspended staff member, the board shall meet with the suspended staff member to determine if discharge action shall be taken. If a request is not received, the board shall act upon the recommendation of the superintendent.

Cross References:
(cf. 5121 Unprofessional Conduct)

Legal References:

- RCW 28A.400.300 Hiring and discharge of employees-leaves for employees-seniority and leave benefits, retention upon transfers between school**
- 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.410.090 Revocation of authority to teach**
- RCW 28A.400.320 Mandatory termination of classified employees**
- RCW 28A.405.470 Mandatory termination of certified employees**
- 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**

Adopted: August 1999