

Professional Personnel

Suspension

The Board of Education may suspend certified staff without pay (1) pending a dismissal hearing, or (2) as a disciplinary measure for up to 10 employment days for misconduct which is detrimental to the School District.

Misconduct includes any failure to follow any oral or written directive, order or Board of Education policy or that of any supervisor. Misconduct also includes any act or failure to act that constitutes a violation or an attempt to violate any law or local ordinance which relates to the employee's duties. The Superintendent is authorized to establish rules and regulations designed to implement this policy.

Before invoking a suspension without pay, the Board will appoint a hearing officer who shall conduct a hearing and make a report to the Board. The Board shall determine whether the facts warrant suspension without pay. The Board or its designee shall notify certified staff stating the alleged charges and causes and indicating the date and time of the hearing. At the pre-suspension hearing, certified staff may have a representative present evidence.

Suspension With Pay

The Board of Education authorizes the Superintendent to suspend certified staff with pay during an investigation into allegations of disobedience or misconduct whenever the employee's continued presence in his or her position would not be in the best interests of the School District or pending a Board hearing to suspend certified staff without pay.

Certified staff shall have the right upon request, to meet with the Superintendent or designee to present his/her version of events during the suspension.

LEGAL REF.: 5 ILCS 430/5-60(b)
105 ILCS 5/24-12
325 ILCS 5/7.4(c-10)
Cleveland Board of Education v. Loudermill, 470 U.S., 532 (1985).
Barszcz v. Community College District No. 504, 400 F.Supp. 675 (N.D. Ill., 1975).
Massie v. East St. Louis Sch. District No.189, 203 Ill.App.3d 965 (5th Dist. 1990).

CROSS REF.: 5.290

Adopted: July 8, 1997

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