4471.1 Causes for Suspension, Demotion or Dismissal

A. Classified employees may be suspended, demoted or dismissed for any of the following causes:

1. Incompetency.
2. Unsatisfactory Performance.
3. Insubordination.
4. Inattention to or Dereliction of Duty.
5. Abusive or threatening treatment of the public, employees or students, or a pattern of discourteous treatment of the public, employees or students, or any other willful failure of good conduct tending to injure the public service.
6. Willful and persistent violation of the Education Code, of Rules and Regulations, or procedures adopted by the Superintendent/County Board of Education, Personnel Commission or a department/program.
7. Dishonesty, theft, willful use for non-work related purposes, willful destruction or mishandling of property belonging to the County Education Office or any employee.
8. Possession of opened alcoholic beverage containers on County Education Office property, drinking alcoholic beverages on County Education Office property, or being intoxicated while on duty.
9. The use or possession while on duty of illegal drugs, or misuse of legal drugs including those prescribed by a licensed physician.
10. Engaging in a political and/or personal activities during assigned hours of duty.
11. Conviction of a felony or serious crime or a record of one or more convictions which indicate that the person is a poor employment risk for the particular job which the employee holds in the County Education Office. A plea, verdict, or finding of guilty, or a conviction within the meaning of these Rules.

Approved: December 1, 1975
Revised: September 23, 1993
May 28, 1998
June 22, 2017
October 26, 2017
12. Knowingly falsifying or withholding any material information supplied to the
County Education Office, including but not limited to, information supplied on
application forms and employment records.

13. Being formally charged and convicted of any sex offense as defined in Section
44010 of the Education Code or narcotics offense as defined in Section 44011 of
the Education Code.

14. Conviction of a violent or serious felony in accordance with Education Code
Section 45122.1 defined by Sections 667.5 and 1192.7 of the Penal Code.

15. Excessive absenteeism. (For example, frequent unexcused absence or tardiness;
ilness leaves, when habitually taken for trivial indispositions.)

16. Abandonment of Position – Absence of three consecutive working days without
notification or permission.

17. Failure to report for fingerprint processing or for health examination after due
notice.

18. Offering of anything of value of offering any service in exchange for granting
any special treatment to another employee or to any member of the public.

19. Violation of local, state, or federal law which results in cancellation or
suspension of a license required for the performance of assigned duties.

20. Any other such cause in violation of local, state, or federal law pertaining to
employment of school employees.

21. Advocacy of the overthrow of the federal, state, or local government by force,
violation, or other unlawful means.

Reference:
Education Code Sections 44010-44011, 45122.1, 45123-45124
45260-45261, 45302-45304, and 45310; Government Code
Section 1028; Penal Code Sections 667.5 and 1192.7

Approved: December 1, 1975
Revised: September 23, 1993
May 28, 1998
June 22, 2017
October 26, 2017