

Descriptor Term: SUSPENSION - Classified Personnel

Descriptor Code: GCK

Rescinds: GCK

Board Approved: 6/26/2006

Previously Approved: 11/02/1998

The Board of Trustees defines suspension as a temporary removal from the workplace with the loss of pay. The terms of the suspension are at the discretion of the Superintendent. The Superintendent may suspend employees from their assignments, for incompetence, neglect of duty, immoral conduct, intemperance, brutal treatment of a pupil or other good cause. The Superintendent may dismiss or suspend any licensed employee in the District, reporting such action promptly to the Board.

The immediate supervisor may suspend, with verbal approval of the Superintendent, or designee, an employee from their assignment for good cause. Such action will be followed by a written description of the cause/event leading to the decision.

In the event the continued presence of said employee on school premises poses a potential threat or danger to the health, safety or general welfare of the students, or in the discretion of the Superintendent, may interfere with or cause a disruption of normal school operations, the Superintendent may immediately release said employee of all duties pending a hearing if one is requested by the employee. In the event an employee is arrested, indicted or otherwise charged with a felony by a recognized law enforcement official, the continued presence of the licensed employee on District premises will be deemed to constitute a disruption of normal school operations.

Legal Reference: Mississippi Code 1972