Administrative Leave and Suspension

Administrative Leave

The Board of Education of the City of Fargo ("Board") authorizes the Superintendent to place any Fargo Public School District ("District") employee on administrative leave when an employee is under District, law enforcement and/or social services investigation, and the Superintendent identifies a need to temporarily remove the employee from their duties and/or job placement to protect District property, school operations, students and/or other employees. The Superintendent may consult with District legal counsel when determining if administrative leave is appropriate.

Prior to placing an employee on administrative leave, the Superintendent should consider if a transfer or reassignment of the employee would be an appropriate alternative to administrative leave. A decision to transfer or reassign an employee shall not violate the terms of the employee's contract with the district or negotiated agreement, if applicable.

Administrative leave shall be with pay, and the employee shall not be required to take any applicable paid leave benefits as part of the administrative leave.

The duration of administrative leave shall be until the investigation is complete and/or the Superintendent determines that the employee's potential threat or disruption to District property, school operations, students and/or other employees has passed.

Suspension

The Board retains authority to suspend all contracted District employees and shall do so in accordance with any applicable law (NDCC 15.1-14-08 and 15.1-15-10). The Board delegates to the Superintendent the authority to suspend all at-will employees.

At-will employees shall only be suspended during a period when termination for cause is being pursued and may be suspended with or without pay. If the at-will employee is suspended without pay and then reinstated, the employee shall be entitled to back wages and accrual of any benefits that would have been accumulated during the period of suspension.

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