

PERSONNELSuspension/Disciplinary Action

The Governing Board desires that all employees exhibit professional and appropriate conduct and serve as positive role models at school and in the community. Unacceptable conduct shall be subject to disciplinary action in accordance with law, collective bargaining agreement, Board policy and administrative regulations.

*(cf. 4141/4241 - Collective Bargaining Agreement)*

The Superintendent or designee shall develop administrative regulations that identify types of misconduct and possible consequences. Disciplinary actions may include, but not be limited to, verbal warnings, written warnings, reassignment, suspension, freezing or reduction of wages, compulsory leave and dismissal.

The Superintendent or designee may take disciplinary action as he/she deems appropriate in light of the particular facts and circumstances involved. He/she shall ensure that disciplinary actions are taken in a consistent, nondiscriminatory manner and are appropriately documented.

*(cf. 1312.1 - Complaints Concerning District Employees)*  
*(cf. 4030 - Nondiscrimination in Employment)*  
*(cf. 4032 - Complaints Concerning Discrimination in Employment)*  
*(cf. 4117.4 - Dismissal)*  
*(cf. 4119.11/4219.11/4319.11 - Sexual Harassment)*

*Legal Reference:**EDUCATION CODE*

*44009 Conviction of specified crimes*  
*44010 Sex offense - definitions*  
*44011 Controlled substance offense - definitions*  
*44660-44665 Evaluation and assessment of performance of certificated employees*  
*44830.1 Criminal record summary certificated employees*  
*44932 Grounds for dismissal of permanent employee*  
*44933 Other grounds for dismissal*  
*44938 Unprofessional conduct or unsatisfactory performance; notice of charges*  
*44940 Sex offenses and narcotic offenses; compulsory leave of absence*  
*44940.5 Compulsory leave of absence; procedures; extension; compensation; bond or security; reports*  
*44942 Suspension or transfer of certificated employee on grounds of mental illness*  
*44944 Conduct of hearing*  
*44948.3 Dismissal of employees on probation*  
*45055 Drawing of warrants for teachers*  
*51530 Advocacy or teaching of communism*

*GOVERNMENT CODE*

*3543.2 Scope of representation*

*HEALTH AND SAFETY CODE*

*11054 Schedule I; substances included*  
*11055 Schedule II, substances included*  
*11056 Schedule III, substances included*  
*11357-11361 Marijuana*  
*11363 Peyote*

*11364 Opium*

*11370.1 Possession of controlled substances with a firearm*

*PENAL CODE*

*667.5 Prior prison terms, enhancement of prison terms*

*1192.7 Plea bargaining limitation*

*COURT DECISIONS*

*Crowl v. Commission on Professional Competence (1990) 225 Cal. App. 3d 334 (275 Cal.Rptr. 86)*

Regulation approved: 3/13/07