

Classified Personnel

Dismissal/Suspension/Disciplinary Action

**Disciplinary Proceedings**

Any permanent employee in the classified service shall be subject to disciplinary action for cause only as prescribed in the District's policies, administrative regulations and law.

The Superintendent or designee shall have the authority to admonish, reprimand, demote, suspend, or dismiss any employee for cause in accordance with the provisions of the Education Code and the District's policies and administrative regulations.

The Superintendent shall develop the necessary administrative regulations to implement the provisions of this policy.

Legal Reference:

EDUCATION CODE

- 35161 Delegation of powers and duties
- 44009 Conviction of specified crimes
- 44010 Sex offense
- 44011 "Narcotics offense" defined
- 44940 Leave of absence; employee charged with mandatory or optional leave of absence offense
- 44940.5 Compulsory leave of absence; procedures; extension; compensation; bond or security; reports
- 45101 Definitions (including "disciplinary action," "cause")
- 45109 Fixing of duties
- 45113 Rules and regulations for classified service in districts not incorporating the merit system
- 45123 Employment after conviction of sex or narcotics offense
- 45302 Demotion and removal from permanent classified service
- 45303 Additional cause for suspension or dismissal of employees in classified service
- 45304 Written charges for suspension, demotion or dismissal; provisions for suspension pending determination of sex offense or narcotics offense

VEHICLE CODE

- 1808.8 School bus drivers; dismissal for safety-related cause

UNITED STATES CODE, TITLE 42

- 12101 et seq. Americans with Disabilities Act