

CLASSIFIED PERSONNEL, SUSPENSION/DISCHARGE

Employees shall perform their assigned job, respect board policy, perform their jobs in an ethical and honest manner, and obey the law. Insubordination, disobedience, failure or refusal to follow the written or oral instructions of supervisory authority, or carry out work assignments will not be tolerated. Insubordination will result in discipline including discharge/termination. The Superintendent is authorized to suspend a classified employee pending board action on a discharge, for investigation of charges against the employee, or for disciplinary purposes. It shall be within the discretion of the Superintendent to suspend a classified employee with or without pay.

In the event of a suspension, appropriate due process shall be followed.

LEGAL REFERENCE: Northeast Community Education Association v. Northeast Community School District, 408 NW 2d 46 (Iowa 1987)
McFarland v. Board of Education, 277 NW 2d 901 (Iowa 1979)
Code of Iowa, 20.7; 20.24; 279.13; 279.15-279.19 (1987)

DATE OF ADOPTION: August 9, 1989

DATE OF REVIEW: December 9, 1998

DATE OF REVISION: July 27, 2009

MAQUOKETA VALLEY COMMUNITY SCHOOL DISTRICT
DELHI, IOWA 52223