

## 5:240 SUSPENSION – Current Policy

**Suspension Without Pay** The Board of Education may suspend without pay: (1) a professional employee pending a dismissal hearing, or (2) a teacher as a disciplinary measure for up to 30 employment days for misconduct that is detrimental to the School District. **Administrative staff members may not be suspended without pay as a disciplinary measure.**

- Misconduct that is detrimental to the School District includes:
- Insubordination, including any failure to follow an oral or written directive from a supervisor;
- Violation of Board policy or Administrative Procedure;
- Conduct that disrupts or may disrupt the educational program or process;
- Conduct that violates any State or federal law that relates to the employee's duties;
- and Other sufficient causes.

The Superintendent or designee is authorized to issue a pre-suspension notification to a professional employee. This notification shall include the length and reason for the suspension as well as the deadline for the employee to exercise his or her right to appeal the suspension to the Board or Board-appointed hearing examiner before it is imposed.

At the request of the professional employee made within 5 calendar days of receipt of a pre-suspension notification, the Board or Board-appointed hearing examiner will conduct a pre-suspension hearing. The Board or its designee shall notify the professional employee of the date and time of the hearing. At the pre-suspension hearing, the professional employee or his/her representative may present evidence

## 5:240 SUSPENSION – revised policy

A Superintendent may suspend a professional employee without pay 1) pending a dismissal hearing or b) as a disciplinary measure for misconduct that is detrimental to the district. Such misconduct includes:

1. Insubordination, including any failure to follow an oral or written directive from a supervisor;
2. Violation of Board Policy or Administrative Procedure;
3. Conduct that disrupts or may disrupt the educational program or process;
4. Conduct that violates any local, state or federal law that relates to the employee's duties;
5. Other sufficient causes.

Prior to issuing an unpaid suspension, the Superintendent shall meet with the professional employee and inform him/her of the charges/reasons for the proposed suspension (including the length of it) and the opportunity for the professional employee to present evidence. Thereafter, if the Superintendent decides to proceed with the suspension, the Superintendent shall provide the employee with written notification including the length of the suspension and the reasons therefore.

The professional employee may appeal the suspension to the Board of Education by making a written request within five calendar days of the suspension notification. Upon receipt of such an appeal, the Board or its designee shall notify the employee of the date and time that the appeal will be heard by the Board. At such meeting, the employee may present evidence on his/her behalf.