

Disciplinary Action and Discharge

The superintendent, in conformance with direction established in policy by the Board of Directors, has the authority to discharge school employees as provided by law. The superintendent has the authority to suspend, non-renew or discharge certificated school employees and to suspend or discharge classified school employees subject to the ratification of such action by the board. The superintendent shall follow any applicable collective bargaining agreement, district policy or operational procedures and/or applicable state law when making a determination to suspend, non-renew or discharge an employee of the district.

When allegations are made against an employee of sexual abuse, verbal abuse or physical abuse, the district shall make a determination whether the abuse or misconduct occurred. If the district determines that sufficient information exists to conclude that the abuse or misconduct occurred and that the abuse or misconduct resulted in the employee's leaving his or her position at the district, the district must forward known information about the employee's sexual misconduct to prospective school district employers.

The district shall not enter into any contract to suppress information about verbal or physical abuse or sexual misconduct by a present or former employee; neither shall the district expunge such information from the employee's file.

The superintendent has authority to suspend a regular status classified staff member immediately when the superintendent deems it advisable. The staff member shall be advised of the right to request an informal pre-termination meeting within five (5) working days following notice. At such time the staff member may receive notice of the charges against him/her, an explanation of the evidence, and an opportunity to refute any of the charges made.

The superintendent directs development of such regulations concerning dismissal of school employees as necessary to comply with the state laws governing continuing contract regulations and consistent with negotiated agreements.

Cross References:

- (cf.: 5121 – Certification Revocation)
- (cf.: 5250 – Termination of Employment)
- (cf.: 5253 – Retirement)
- (cf.: 5254 – Probation, Non-renewal and Termination)

Legal References:

- RCW 28A.400.300 Hiring and discharge of employees--Leaves for employees--Seniority and leave benefits, retention upon transfers between schools
- RCW 28A.400.340 Notice of discharge to contain notice or right to appeal if available
- RCW 28A.405.300 Adverse change in contract status of certificated employee--Determination of probable cause--Notice--Opportunity for hearings
- RCW 28A.405.310 Adverse change in contract status of certificated employee, including non-renewal of contract--Hearings--Procedure

RCW 28A.410.090 Revocation of authority to teach
RCW 28A.400.320 Mandatory termination of classified employees
RCW 28A.405.470 Mandatory termination of certified employees
RCW 28A.400.340 Notice of discharge to contain notice of right to appeal if available

WAC 180-86 Policies and procedures for administration of certification proceedings
WAC 180-87 Acts of Unprofessional Conduct
WAC 180-44-060 Drugs and alcohol--Use of as cause for dismissal

Adoption Date:

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