

Certificated Personnel

Suspension/Disciplinary Action

The Board desires to explain to employees what is considered unacceptable conduct. The Superintendent or designee shall prepare written guidelines which reflect state law and Board policy and which identify types of misconduct and possible consequences. (cf. 4119.21 - Codes of Ethics) (cf. 4119.25 - Political Activities of Employees) (cf. 4135 - Soliciting and Selling) (cf. 4136 - Nonschool Employment)

Disciplinary guidelines shall describe progressive disciplinary actions which may be taken, including verbal warning, written warning, reassignment, suspension, with or without salary, and dismissal. The Superintendent or designee may take disciplinary action as he/she deems appropriate and may deviate from the progressive order of disciplinary actions in light of the particular facts and circumstances involved. (cf. 4117.4 - Dismissal)

The Superintendent or designee shall document all disciplinary actions thoroughly and accurately and shall ensure that such actions are taken in a consistent, nondiscriminatory manner.

Legal Reference:

EDUCATION CODE

44932 Grounds for dismissal of permanent employee

44933 Other grounds for dismissal

44938 Unprofessional conduct or incompetency; notice of charges

44940 Sex offenses and narcotic offenses; compulsory leave of absence

44942 Suspension or transfer of certificated employee on grounds of mental illness

44944 Conduct of hearing

44948.3 Dismissal of probationary employees

45055 Drawing of warrants for teachers

51530 Advocacy or teaching of communism

GOVERNMENT CODE

3543.2 Scope of Representation

CSBE v. Foothill Community College District, 52 Cal. App. 3rd 150,155-156, 124 Cal Rptr. 830 (1975) ("Conduct unbecoming an employee too vague")

Crowl v. Commission on Professional Competence, 90 Daily Journal D.A.R. 13136; 225 Cal App. 3rd 334

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ORANGE UNIFIED SCHOOL DISTRICT  
Orange, California