

DISMISSAL/SUSPENSION/DISCIPLINARY ACTION

The Governing Board desires that employees understand what is considered unacceptable conduct. Any violation of Board policy or administrative regulations shall be subject to disciplinary action. The Superintendent or designee may take disciplinary action as he/she deems appropriate in light of the particular facts and circumstances involved. He/she shall ensure that disciplinary actions are taken in a consistent, nondiscriminatory manner and are appropriately documented.

Any dismissal, suspension, or disciplinary action taken by the Governing Board pursuant to this policy shall be made in compliance with Administrative Regulation 4218.

Legal Reference:

EDUCATION CODE

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| 35161 | Delegation of powers and duties |
| 44009 | Conviction of specified crimes |
| 44010 | Sex offenses |
| 44011 | “Controlled substance 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 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 | Suspension for reasonable cause; filing of charges; employee charged with mandatory or optional leave of absence 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

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

Policy

Reviewed: June 14, 2011

Policy

Adopted: November 4, 1997

CULVER CITY UNIFIED SCHOOL DISTRICT

Culver City, California