

GCK Suspension

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The superintendent shall have the authority to suspend classified employees with or without pay until the suspension is resolved by board action.

A classified employee may be suspended by the superintendent or the assistant superintendent pending the investigation of charges that could lead to dismissal from employment. Charges that could lead to dismissal include: refusal or failure to follow a reasonable directive of an administrator, the filing of a complaint against the employee with any civil or criminal authority, the alleged commission of an offense involving moral turpitude, insubordination, neglect of duties, incompetency, dishonesty, excessive tardiness or absenteeism, improper conduct, alleged violation of school district rules, policies, and regulations, conviction of a felony, and any other reason determined by the Board of Education to be of such importance to require dismissal. The Board reserves the right to terminate the employment of any employee when lack of work, shortage of funds or economy measures make it necessary to reduce the number of employees.

If a suspension without pay is imposed on a classified employee, the employee is entitled to pay until the employee has been advised of the basis for suspension and has been given an opportunity to respond.

A suspended employee has ten (10) working days to file a written request for a review by the superintendent of schools. Upon receipt of a written request for review, the superintendent shall render a decision within ten (10) working days from the date of such receipt. If a request for review is not filed with the superintendent within ten (10) working days from the date of

suspension, the suspension becomes a dismissal unless the superintendent has removed the suspension.

If the employee is not satisfied with the decision of the superintendent, the employee has ten (10) working days to request a review by the Board of Education. The Board shall conduct a review within twenty (20) working days after the request is received. The board shall render a decision within ten (10) working days after such review. An employee who has been dismissed for cause shall not be eligible for reemployment in USD 503.