

Code No. 413.4 CLASSIFIED EMPLOYEE DISMISSAL

The board believes classified employees should perform their jobs, respect board policy and obey the law. A classified employee may be dismissed upon thirty days notice or immediately for cause. Due process procedures will be followed.

The employee shall be given the following:

- An oral or written notice of the charge.
- An explanation of the basis of the charge.
- An opportunity to present his/her side of the situation.

It is the responsibility of the superintendent to make a recommendation for dismissal to the board. A classified employee may be dismissed for any reason, including, but not limited to, incompetence, willful neglect of duty, reduction in force, willful violation of board policy or administrative regulations, or a violation of the law.

Legal Reference:

Iowa Code §§ 20.7 ,.24 (2003).

Cross Reference:

404 Employee Conduct and Appearance

413.4 Classified Employee Suspension

413.5 Classified Employee Reduction in Force

First Reading: July 18, 2018 **Second Reading: August 20, 2018**