

Personnel

Suspension/Disciplinary Action

The Governing Board desires that all employees exhibit professional and appropriate conduct and serve as positive role models at school and in the community. Unacceptable conduct shall be subject to disciplinary action in accordance with law, collective bargaining agreement, Board policy and administrative regulations.

The Superintendent or designee shall develop administrative regulations that identify types of misconduct and possible consequences. Disciplinary actions may include, but not be limited to, verbal warnings, written warnings, reassignment, suspension, freezing or reduction of wages, compulsory leave and dismissal.

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.

Legal Reference:

EDUCATION CODE

[44009](#) Conviction of specified crimes

[44010](#) Sex offense - definitions

[44011](#) Controlled substance offense - definitions

[44660-44665](#) Evaluation and assessment of performance of certificated employees

[44830.1](#) Criminal record summary certificated employees

[44932](#) Grounds for dismissal of permanent employee

[44933](#) Other grounds for dismissal

[44938](#) Unprofessional conduct or unsatisfactory performance; notice of charges

[44940](#) Sex offenses and narcotic offenses; compulsory leave of absence

[44940.5](#) Compulsory leave of absence; procedures; extension; compensation; bond or security; reports

[44942](#) Suspension or transfer of certificated employee on grounds of mental illness

[44944](#) Conduct of hearing

[44948.3](#) Dismissal of employees on probation

[45055](#) Drawing of warrants for teachers

[51530](#) Advocacy or teaching of communism

GOVERNMENT CODE

[3543.2](#) Scope of representation

HEALTH AND SAFETY CODE

[11054](#) Schedule I; substances included

[11055](#) Schedule II, substances included

[11056](#) Schedule III, substances included

[11357-11361](#) Marijuana

[11363](#) Peyote

[11364](#) Opium

[11370.1](#) Possession of controlled substances with a firearm

PENAL CODE

[667.5](#) Prior prison terms, enhancement of prison terms

[1192.7](#) Plea bargaining limitation

COURT DECISIONS

Crowl v. Commission on Professional Competence (1990) 225 Cal. App. 3d 334 (275 Cal.Rptr. 86)