

Discipline, Suspension and Dismissal of Support Staff

Support staff employees, unless otherwise designated by contract, shall be considered “at will” employees and shall have only those employment rights expressly established by Board policy.

The Assistant Superintendent of Human Resources on the recommendation of department directors and with the concurrence of the Superintendent may terminate the employment of classified employees.

Except in cases when the administration determines that the best interest of the District requires immediate termination of the employee, the classified employee shall be given a written two-week notice.

The Superintendent also may suspend employees from their assignments as a disciplinary measure, with or without pay.

If an employee is dismissed or resigns as a result of an allegation of unlawful behavior involving a child, including unlawful sexual behavior, which is supported by a preponderance of evidence, the Superintendent is delegated the responsibility for immediately notifying the Colorado Department of Education (CDE) and for providing any information requested by CDE concerning the circumstances of the dismissal. The District also shall notify the employee that information concerning his dismissal or resignation is being forwarded to CDE unless such notice would conflict with the confidentiality requirements of the Child Protection Act.

If the District learns that a current employee has been convicted of, pled *nolo contendere* to, or received a deferred sentence or deferred prosecution for any felony or misdemeanor crime involving unlawful sexual behavior or unlawful behavior involving children, the Superintendent shall immediately report this information to CDE.

Current practice codified 1981

Adopted: date of manual adoption

Revised to conform with practice: date of manual revision

Revised November 10, 1999

Revised May 14, 2008

LEGAL REFS.: C.R.S. 19-3-301 *et seq.* (Child Protection Act of 1987)
C.R.S. 22-2-119 inquiries by boards of education concerning prospective employees
C.R.S. 22-32-109.7 Board of education – specific duties
C.R.S. 22-32-110 (1)(h) Board of education – specific powers
C.R.S. 22-32-126 (3) principals – employment and authority