

Bigfork School District # 38

PERSONNEL

5255

Disciplinary Action - Employees

District employees who fail to fulfill their job responsibilities or follow the reasonable directions of their administrators or who conduct themselves on or off the job in ways that significantly affect their effectiveness on the job or in other such ways that the law determines to be good cause shall be subject to discipline. Behavior, conduct or action which may institute disciplinary action or dismissal may include, but is not limited to: immorality, unfitness, incompetence, or violation of the adopted policies of the Trustees.

Discipline shall be reasonably appropriate to the circumstance and shall include the supervisor's right to reprimand, the superintendent's right to suspend with pay, and may include suspension without pay or dismissal or other appropriate action affecting the contract status of certified staff. Such action shall be instituted by the Board of Trustees upon the recommendation of the superintendent. In case of dismissal of certificated staff, applicable state statutes shall be followed.

The superintendent is authorized to suspend a classified staff member immediately. Due process shall be afforded any individual being dismissed, suspended without pay or reprimanded.

Legal Reference: 20-4-207, MCA Dismissal of Teacher Under Contract
20-3-210, MCA Controversy Appeals and Hearings

Adoption Date: 4/6/95