

Human Resources

Maurene Stanton

Executive Director of Human Resources

Stanwood Camano School District

Date: August 16, 2016

To: Board of Directors

From: Maurene Stanton

RE: Suspension of Policy not needed

Upon advice of legal counsel, Board Policy 5281, Disciplinary Action and Discharge, is no longer needed as it is covered within collective bargaining agreements.

As you review these documents, if you have any questions please call me at your convenience.

RECOMMENDATIONS:

I recommend that the board approve the suspension of Board Policy 5281.

DISCIPLINARY ACTION AND DISCHARGE

~~Staff 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 such other ways that the law determines to be sufficient cause shall be subject to discipline. Behavior, conduct or action which may institute disciplinary action or discharge may include, but is not limited to:~~

~~Insubordination, gross incompetence, immorality, conviction of a felony, nonprofessional conduct, mental or physical inability to perform the duties for which employed, intemperance, intentional discrimination, vulgar speech or actions, use of habit-forming drugs without pharmaceutical prescription by a doctor of medicine licensed to practice in the state of Washington, use of alcoholic beverages on school premises or at a school-sponsored activity off the school premises, and use of district supplies and equipment for personal betterment or financial gain.~~

~~Discipline shall be reasonably appropriate to the circumstances but may include suspension or discharge.~~

~~In the event that allegations or charges are made against a staff member for misconduct with minors, the superintendent may contact the child protective services central registry for evidence regarding the staff member as an adjudicated or admitted perpetrator of child abuse or neglect. Discharge or other adverse action affecting the contract status of certificated staff shall be instituted by the superintendent in the manner prescribed by law.~~

~~In cases where the allegations involve violations of the state professional code of conduct for certificated staff, the superintendent shall file a report with the office of professional practice in the state superintendent's office. When the district or superintendent discharges, fails to renew the contract or permits a certificated staff member to resign, the superintendent shall notify the office of professional practice of such termination of employment.~~

~~The superintendent is authorized to suspend a provisional status classified staff member immediately. Provisional status as used herein is granted to a classified staff member for the first sixty (60) days of employment. Thereafter, if performance has been acceptable, the classified staff member shall be granted regular status.~~

~~The superintendent is authorized to suspend a regular status classified staff member immediately. The staff member shall be advised of the right to request an informal pretermination meeting within five (5) working days following notice. At such time the staff member may receive notice of the charges against him/her, an explanation of the evidence, and an opportunity to refute any of the charges made.~~

~~Upon the request of the suspended staff member, the board shall meet with the suspended staff member to determine if discharge action shall be taken. If a request is not received, the board shall act upon the recommendation of the superintendent.~~

~~Cross References: Board Policy 5006 Certification Revocation~~

~~Legal References: RCW 28A.400.300 Hiring and discharge of employees Leaves for employees Seniority and leave benefits, retention upon transfers between schools
28A.400.340 Notice of discharge to contain notice or right to appeal if available
28A.405.300 Adverse change in contract status of certificated employee Determination of probable cause Notice Opportunity for hearings
28A.405.310 Adverse change in contract status of certificated employee, including non-renewal of contract Hearings Procedure
28A.410.090 Revocation of authority to teach
28A.400.320 Mandatory termination of classified employees
28A.405.470 Mandatory termination of certified employees
28A.400.340 Notice of discharge to contain notice of right to appeal if available~~

WAC 180-86	Policies and procedures for administration of
180-87	certification proceedings
180-44-060	Acts of Unprofessional Conduct
	Drugs and alcohol — Use of as cause for dismissal

Adoption Date: 6.17.03
Stanwood-Camano School District
Suspended: Proposed 8.16.16