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## CLOVIS UNIFIED SCHOOL DISTRICT

### PERSONNEL

Certificated

### **DISMISSAL/SUSPENSION/DISCIPLINARY ACTIONS - CERTIFICATED EMPLOYEES**

**PURPOSE:** To provide guidelines for disciplinary action against certificated employees.

#### A. General

The Board expects all employees to exhibit professional and appropriate conduct and serve as positive role models both at school and in the community. A certificated employee may be disciplined in accordance with law, board policies, and administrative regulations.

#### B. Disciplinary Action

The Superintendent or designee may take disciplinary action as he/she deems appropriate in light of the particular facts and circumstances involved and based on the severity of the misconduct. Disciplinary actions may include, but are not limited to, verbal warnings, written warnings or reprimands, suspension, or dismissal. Any disciplinary action taken by the Superintendent or designee shall be in accordance with all applicable state and federal law, including, but not limited to Education Code section 44932 et seq.

The Superintendent or designee shall ensure that disciplinary actions are taken in a nondiscriminatory manner.

#### C. Teacher Representation

When a teacher is called to a meeting with his/her administrator(s), irrespective of the purpose of the meeting, the teacher may request to have a representative or person of his/her choosing present at the meeting.

#### D. Notice to Commission on Teacher Credentialing

In accordance with law, the Superintendent or designee shall notify the Commission on Teacher Credentialing when the status of a credentialed employee has been changed as a result of alleged misconduct.

Adopted: 04/29/2009

Amended: 10/21/2020 (BP 6318 renumbered as BP 4118), 10/06/2021

## CLOVIS UNIFIED SCHOOL DISTRICT

### EDUCATION CODE

- 44008 Effect of termination of probation
- 44009 Conviction of specified crimes
- 44010 Sex offense; definitions
- 44011 Controlled substance offense; definitions
- 44242.5 Reports and review of alleged misconduct
- 44425 Conviction of a sex or narcotic offense
- 44660-44665 Evaluation and assessment of performance of certificated employees
- 44830.1 Criminal record summary certificated employees
- 44929.21 Notice of reelection decision; Districts with 250 ADA or more
- 44930-44988 Resignations, dismissal, and leave of absence
- 45055 Drawing of warrants for teachers

### HEALTH AND SAFETY CODE

- 11054-11056 Schedule I, II, and III, substances included
- 11357-11361 Marijuana
- 11363 Peyote
- 11364 Opium
- 11370.1 Possession of controlled substances with a firearm

### PENAL CODE

- 291 School employees arrest for sex offense

### CODE OF REGULATIONS, TITLE 5

- 80303 Reports of change in employment status
- 80304 Notice of sexual misconduct

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