
CLOVIS UNIFIED SCHOOL DISTRICT

PERSONNEL

Classified

DISMISSAL/SUSPENSION/DISCIPLINARY ACTIONS – CLASSIFIED EMPLOYEES

PURPOSE: To set guidelines for disciplinary action for classified employees.

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 classified employee may be disciplined in accordance with law, any applicable collective bargaining agreement, board policies, and administrative regulations.

For just cause, classified employees shall be subject to disciplinary action including, but not limited to, verbal warning, written warning, reprimand, transfer, suspension, demotion and dismissal. The cause shall relate to the welfare of the schools/District and/or the pupils therein. Where applicable, the disciplinary action shall be according to procedures pursuant to provisions of California law and the accompanying administrative regulation. (Education Code 45113)

Adopted: 06/25/1980

Reviewed: 08/27/2007, 04/30/2008

Amended: 06/08/1992, 03/22/2006, 10/21/2020 (BP 6306 renumbered as BP 4218)

EDUCATION CODE

35161 Delegation of powers and duties

44009 Conviction of specified crimes

44010 Sex offense

44011 "Controlled substance offense" defined

44940 Leave of absence; employee charged with mandatory or optional leave of absence offense

44940.5 Compulsory leave of absence; procedures; extension; compensation; bond or security

44990-44994 Testimony of minor witnesses at dismissal or suspension hearings

45101 Definitions (including "disciplinary action," "cause")

45113 Rules and regulations for classified service in Districts not incorporating the merit system

45123 Employment after conviction of sex or narcotics offense

45124 Dismissal of sexual psychopath

45202 Transfer of accumulated sick leave and other benefits following dismissal

HEALTH AND SAFETY CODE

11054-11056 Schedules I, II, and III; substances included

11357-11361 Marijuana

11363 Peyote

11364 Opium

11370.1 Possession of controlled substances with a firearm

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VEHICLE CODE

1808.8 School bus drivers; dismissal for safety-related cause

Doc# 42342-6 (08/2020, 10/2019)