



Human Resources – Series 5000

Disciplinary Action and Discharge – 5615

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 any way that significantly affects their effectiveness on the job or in any such other way that the law determines to be sufficient cause, shall be subject to discipline. Behavior, conduct or action, which may institute disciplinary action or discharge, shall be reasonably appropriate to the circumstances and may include suspension or discharge. Discharge or other adverse action affecting employment status shall be instituted by the Superintendent or designee in the manner prescribed by law and provided for in District procedures.

Cross References:

Board Policy 5605 Certification Revocation

Legal References:

RCW 28A.400.300 Hiring and discharge of employees – Seniority and leave benefits, transfers between schools districts

RCW 28A.400.340 Notice of discharge to contain notice or right to appeal if available

RCW 28A.405.300 Adverse change in contract status of certificated employee – Determination of probably cause – Notice – Opportunity for hearings

RCW 28A.405.310 Adverse change in contract status of certificated employee, including non-renewal of contract – Hearings – Procedure

RCW 28A.410.090 Revocation or suspension of certificate or permit to teach – Investigation by Superintendent of Public Instruction – Mandatory revocation for crimes against children

RCW 28A.400.320 Crimes against children – Mandatory termination of classified employees - Appeal

RCW 28A.405.470 Crimes against children – Mandatory termination of certified employees – Appeal

WAC 180-86 Policies and procedures for administration of certification proceedings

WAC 180-87 Acts of unprofessional conduct

WAC 180-44-060 Regulating provisions relating to drugs and alcohol – Use of as cause of dismissal

Adopted: 03-26-2002