

Book Policy Manual
Section For Board Review - Vol. 27, No.2
Title Copy of SUPPORT STAFF DISCIPLINE
Number po4139 - 1
Status
Adopted August 20, 2018

4139 - SUPPORT STAFF DISCIPLINE

The Board ~~of Education~~ retains the right and the responsibility to manage the work force. When the discipline of a staff member becomes necessary such action shall be consistent with the requirements of any applicable Board policy, and State and Federal law. The Superintendent may issue discipline, ~~short of termination,~~ including termination unless Board action is required by law, when s/he deems appropriate.

Investigation of Possible Criminal Activity

The District may be required to investigate potential wrongdoings on the part of its employees. Such investigations may require that the employee answer questions relating to the activity. Employees may be required to answer such questions ~~consistent with any applicable collective bargaining agreement.~~ Failure to cooperate in an investigation may result in discipline, up to and including termination of the employee. In cases where this possible wrongdoing may involve criminal activity, the District shall inform the employee that answers to questions relating to the employee's conduct may be used by the District for determining appropriate discipline, but will not be provided to law enforcement officials in the course of their independent criminal investigation, unless otherwise required by law. Employees must also be informed that refusal to answer questions may be considered in determining discipline.

Staff may be disciplined for violations of Board policy or for other failure to meet the expectations and obligations of their position. No staff member may be subject to arbitrary or capricious disciplinary action.

The Superintendent may issue discipline to staff members when she/he deems appropriate. The level of discipline may range from oral reprimands to suspension or termination. The level of discipline shall be consistent with the seriousness of the offense as determined by the Superintendent.

All instances of staff discipline are subject to the employee grievance procedure, set forth in Policy 4340.

© Neola 2018~~2~~

Legal 66.0509 (1m)(a), Wis. Stats.
Franklin v. City of Evanston, 384 F.3d 838 (7th Cir. 2004)
Garrity v. New Jersey, 385 U.S. 493 (1967)

Last Modified by Jennifer Hagemann on November 28, 2018