

3.0800.02 Causes For Dismissal

Existing Policy	Recommended Policy
<p>3.0800.02 CAUSES FOR DISMISSAL OR NON-RENEWAL</p>	<p>3.0800.02 CAUSES FOR DISMISSAL</p>
<p><i>Issue Date: 7/8/99 Updated: 11/14/19</i></p>	<p><i>Issue Date: 7/8/99 Updated: 11/14/19</i></p>
<p>Any employee may be suspended or discharged during a contract term for any of the following:</p>	<p>Any employee may be suspended or discharged during a contract term for any of the following:</p>
<ol style="list-style-type: none">1. Immorality;2. Insubordination or failure to comply with directives from supervisors;3. Incompetence;4. Conviction, including entering a plea of guilty or nolo contendere (no contest), of a felony or misdemeanor involving moral turpitude or immoral conduct;5. Conduct which may be harmful to students or to the District;6. Improper or unlawful physical contact with students;7. Violation of District policy, State Board of Education rules, or law;8. Unprofessional conduct not characteristic of or befitting a District employee including a violation of standards of ethical, moral, or professional conduct;9. Manufacturing, possessing, using, dispensing distributing, selling and/or engaging in any transaction or action to facilitate the use, dispersal or distribution of any illicit (as opposed to authorized) drugs or alcohol on District premises or as a party of any District activity;10. Current addiction to or dependency on a narcotic or other controlled substance.11. Dishonesty or falsification of any information supplied to the District; including data on application forms; employment records or other information given to the District;12. Engagement in sexual harassment of a student or employee of the District;13. Neglect of duty, including unexcused absences, excessive tardiness, excessive absences, and abuse of leave policies or failure to maintain certification;14. Deficiencies pointed out as part of any appraisal or evaluation;15. Failure to fulfill duties or responsibilities or a violation of work rules;16. Inability to maintain discipline in the classroom or at assigned school-related functions;17. Drunkenness or excessive use of alcoholic beverages or controlled substances;18. Disability not otherwise protected by law that	<ol style="list-style-type: none">1. Immorality;2. Insubordination or failure to comply with directives from supervisors;3. Incompetence;4. Conviction, including entering a plea of guilty or nolo contendere (no contest), of a felony or misdemeanor involving moral turpitude or immoral conduct;5. Conduct which may be harmful to students or to the District;6. Improper or unlawful physical contact with students;7. Violation of District policy, State Board of Education rules, or law;8. Unprofessional conduct not characteristic of or befitting a District employee including a violation of standards of ethical, moral, or professional conduct;9. Manufacturing, possessing, using, dispensing distributing, selling and/or engaging in any transaction or action to facilitate the use, dispersal or distribution of any illicit (as opposed to authorized) drugs or alcohol on District premises or as a party of any District activity;10. Current addiction to or dependency on a narcotic or other controlled substance.11. Dishonesty or falsification of any information supplied to the District; including data on application forms; employment records or other information given to the District;12. Engagement in sexual harassment of a student or employee of the District;13. Neglect of duty, including unexcused absences, excessive tardiness, excessive absences, and abuse of leave policies or failure to maintain certification;14. Deficiencies pointed out as part of any appraisal or evaluation;15. Failure to fulfill duties or responsibilities or a violation of work rules;16. Inability to maintain discipline in the classroom or at assigned school-related functions;17. Drunkenness or excessive use of alcoholic beverages or controlled substances;18. Disability not otherwise protected by law that

<p>impairs performance of required job duties;</p> <ol style="list-style-type: none">19. Failure to maintain an effective working relationship, or to maintain good rapport with parents, co-workers, the community or colleges;20. Failure to maintain requirements for licensure or certification;21. Unsatisfactory performance;22. Failure to comply with the school district computer acceptable use policy;23. For any other reason justifying termination of employment for cause.	<p>impairs performance of required job duties;</p> <ol style="list-style-type: none">19. Failure to maintain an effective working relationship, or to maintain good rapport with parents, co-workers, the community or colleges;20. Failure to maintain requirements for licensure or certification;21. Unsatisfactory performance;22. Failure to comply with the school district computer acceptable use policy;23. For any other reason justifying termination of employment for cause.
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