

BP 4218 DISMISSAL/SUSPENSION/DISCIPLINARY ACTION (Classified Personnel)

The Superintendent shall develop procedures for the discipline and dismissal of classified [hourly](#) staff. Causes for discipline, up to and including dismissal from employment, shall include but not be limited to:

- Falsifications on the application for employment;
- Failure to obtain required physical examinations or TB test;
- Failure to perform duties;
- Immorality;
- Abuse of sick leave or misstatements regarding leave or any other benefit of employment;
- Violation of the classified code of ethics
- Noncompliance with Board policies, regulations, procedures, classified handbook provisions, or supervisor directives, oral or written.

(*cf [4119.21 /4219.21/4319.21](#) - Codes of Ethics*)

Any classified [hourly](#) employee who is discharged or suspended without pay shall have the right to appeal the disciplinary decision through procedures contained in the classified employee handbook. Notwithstanding the above, a probationary employee shall have no right to an appeal of a suspension or dismissal decision by the Superintendent.

Classified [exempt administrative](#) employees [are at-will employees and can be dismissed for any legal reason.](#) ~~do not have any expectation of employment beyond the expiration of the contract term. The district reserves the right to nonrenew the contract of any classified employee at the expiration of the contract term.~~

Adopted 6/01

North Slope Borough School District