

Policy GCN Classified Employee Separation (Termination of Employment)

Issued 4/17

The board authorizes the superintendent to dismiss those employees who are not elected by direct vote of the board.

Disciplinary action, up to and including a recommendation of termination, may be taken against any employee who is determined to have engaged in unprofessional or inappropriate conduct towards students, parents/legal guardians, or staff members. Such conduct may include, but is not limited to, any of the following:

- unsatisfactory performance
- violating district policies and procedures
- engaging in criminal conduct
- engaging in inappropriate conduct of a sexual nature towards other employees or students
- harassment, intimidation, or bullying
- failure to report to work
- corporal punishment
- making inappropriate comments to students
- engaging in inappropriate physical contact with students or employees
- being insubordinate

Written communication will be provided within three working days outlining rights for appeal. Communication will be sent to the last officially known mailing address. Employees are responsible for providing accurate mailing addresses to the district via appropriate and official protocol.

Adopted 9/10/85; Revised 2/28/06, 6/11/13, 4/25/17; Reviewed 00/00/21

Richland County School District One