

Staff Personnel  
400 Series

LICENSED EMPLOYEE SUSPENSION OR DISCHARGE  
Code No. 407.4

Every employee shall perform his/her assigned job to the best of his/her ability, respect and follow Board policy and terms of condition of the master agreement with any applicable duly recognized bargaining unit, and respect and obey the law.

The Board of Directors may, by majority vote, discharge any employee for just cause.

The superintendent is authorized to suspend a licensed employee pending Board action on a dismissal, which may be immediately for cause, for investigation of charges against the employee, and for disciplinary purposes. Applicable federal and Iowa laws to insure due process will be adhered to if an employee is suspended pending Board action for possible employment termination.

It shall be within the discretion of the superintendent to determine whether a suspension of a licensed employee will be with or without pay. In the event of a suspension, due process will be followed.

Legal Reference: Northeast Community Education Association vs. Northeast Community School District, 402 N.W. 2d 765 (Iowa 1967).  
McFarland vs. Board of Education of Norwalk Community School District,  
277 N.W. 2d 901 (Iowa 1979).  
Iowa Code 20.7, .24; 279.13, .15-.19, .27 (1997)

Adopted: 07/12/84  
Reviewed: 05/09/16