

STAFF PERSONNEL  
400 Series

Classified Employee Dismissal  
Code No. 413.4

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.

It shall be the responsibility of the superintendent to make a recommendation for dismissal to the Board. An employee may be dismissed for any reason, including, but not limited to, incompetence, willful neglect of duty, reduction in force, willful violation of Board Policy or administrative regulations, or a violation of the law.

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

The superintendent is authorized to suspend a support personnel 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.

Legal Reference: Northeast Community Education Association vs. Northeast Community School District, 402 N.W. 2d 765 (Iowa 1987).  
McFarland vs. Board of Education of Norwalk Community School District, 277 N.W 2d 901 (Iowa 1979).  
Iowa Code 20.7, .24 (1997).

Cross Reference: Contracts for Support Personnel

Adopted: 07/12/84  
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