

# Salinas Union High School District

Classified Personnel

Policy #4218

## **DISMISSAL/SUSPENSION/DISCIPLINARY ACTION**

The Board expects employees to maintain high standards of job performance and, in turn, expects clear procedures to be followed by District administrative staff to ensure fairness and due process to employees.

To meet the legal requirement of established rules prescribing causes for disciplinary action against permanent classified employees, the Board recognizes the negotiated contract with Steinbeck Country, Chapter 547 of the California School Employees Association.

### **Termination of Probationary Employment**

At any time prior to the expiration of the probationary period, the Superintendent or designee may, at his/her discretion, dismiss a probationary classified employee from District employment. A probationary employee shall not be entitled to a hearing.

Legal Reference:

#### EDUCATION CODE

[35161](#) Delegation of powers and duties

[44009](#) Conviction of specified crimes

[44010](#) Sex offense

[44011](#) "Controlled substance offense" defined

[44940](#) Leave of absence; employee charged with mandatory or optional leave of absence offense

[44940.5](#) Compulsory leave of absence; procedures; extension; compensation; bond or security; reports

[45101](#) Definitions (including "disciplinary action," "cause")

[45109](#) Fixing of duties

[45113](#) Rules and regulations for classified service in Districts not incorporating the merit system

[45123](#) Employment after conviction of sex or narcotics offense

[45302](#) Demotion and removal from permanent classified service

[45303](#) Additional cause for suspension or dismissal of employees in classified service

[45304](#) Suspension for reasonable cause; filing of charges; employee charged with mandatory or optional leave of absence offense

#### VEHICLE CODE

[1808.8](#) Schoolbus drivers; dismissal for safety-related cause

#### UNITED STATES CODE, TITLE 42

[12101](#) - 12213 Americans with Disabilities Act

#### COURT DECISIONS

CSEA v. Foothill Community College District, 52 Cal. App. 3rd 150, 155-156, 124 Cal. Rptr 830 (1975) ("Conduct unbecoming an employee" too vague)