

1 **5255 PERSONNEL**

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3 Disciplinary Action

4 District employees or volunteers who fail to fulfill their job responsibilities or follow the reasonable  
5 directions of their supervisors or who conduct themselves on or off the job in ways that affect their  
6 effectiveness on the job or in other such ways that the law determines to be good cause shall be  
7 subject to discipline. Behavior, conduct or action which may institute disciplinary action or dismissal  
8 may include, but is not limited to, reasonable job-related grounds based on a failure to satisfactorily  
9 perform job duties, disruption of the District's operation, or other legitimate business reason.

10 Discipline shall be reasonably appropriate to the circumstance and shall include, but is not limited to,  
11 the supervisor's right to reprimand and the Superintendent's right to suspend with or without pay or  
12 impose other appropriate disciplinary sanctions. In accordance with Montana law, only the Board may  
13 terminate or non-renew an employee.

14 The Superintendent is authorized to suspend a staff member or volunteer immediately.

15 Legal Reference:

16 § 20-3-324, MCA Powers and duties

17 § 20-4-207, MCA Dismissal of teacher under contract

18 § 20-3-210, MCA Controversy appeals and hearings

19 § 39-2-903, MCA Definition of good cause

20 Policy History:

21 Adopted on: July 1, 2000

22 Revised on: