

Personnel

Certified Personnel

Just Cause

4117.41

4217.41

Suspension, demotion, or dismissal will be based upon just cause including, but not limited to, the following:

1. Incompetence or inefficiency in the performance of assigned duties.
2. Insubordination, including but not limited to, refusal to do assigned work.
3. Carelessness or negligence in the performance of duty or in the care or use of district property.
4. Discourteous, offensive or abusive language or conduct toward other employees, students or the public.
5. Dishonesty.
6. Drinking alcoholic beverages on the job, or reporting for work while intoxicated.
7. Use or possession of harmful drugs on school grounds without medical supervision.
8. Personal conduct unbecoming an employee of the district.
9. Engaging in political activity during assigned hours of employment or otherwise in violation of applicable policies or regulations of the district.
10. Conviction of any crime involving moral turpitude, including a sex offense.
11. Repeated or unexcused absence or tardiness.
12. Abuse of leave privileges.
13. Falsifying any information supplied to the school district, including but not limited to information on application forms, employment records, or other school district records.
14. Persistent violation of or refusal to obey safety rules and regulations of the Board of Education, the Superintendent, or any appropriate state or governmental agency.
15. Offering anything of value or service to any supervisor or member of the public in exchange for special treatment in connection with the employee's job.
16. Abandonment of position.