

Board Policy Document

---

## **STAFF PERSONNEL**

### ***Series 400***

**Policy Title:        Discipline, Suspension and Discharge of Teachers,  
Administrators and Other Employees**

**Code Number:      403.6**

The Board grants the Superintendent the power to discipline teachers, administrators and other employees for violation of the rules, policies or procedures of the District, for violation of orders or directions given to the employee by a supervisor or for other proper cause. Discipline may include, but is not limited to, oral or written warnings, oral or written reprimands and suspensions from work with or without pay. The Superintendent may delegate the power to discipline to an administrator. Only the Superintendent, however, may discipline an administrator and only the Superintendent may suspend a teacher, administrator or another employee.

Regarding any teacher with a regular contract, the Superintendent may suspend and recommend that the Board immediately discharge him or her as provided in Iowa Code Section 279.27. The superintendent also may recommend that the Board terminate the employment of a teacher at the end of the contract term as provided in Iowa Code Sections 279.15 to 279.19.

Regarding any administrators with a regular contract, the Superintendent may suspend and recommend that the Board vote to commence the process to immediately discharge him or her as provided in Iowa Code Section 279.25. The superintendent also may recommend that the Board terminate the employment of an administrator at the end of the contract term as provided in Iowa Code Section 279.24.

Regarding other employees, Board Policy 403.3 applies to termination of employment.

First Adoption:        October 11, 1988

Revision Adoption:   February 11, 1997/May 28, 2002/January 28, 2008

Legal Reference:      Code of Iowa § 279.27, 279.15-19