

PERSONNEL

Disciplinary Action and Discharge, and Non-Disciplinary Dismissal

The Board of Directors has the authority to discharge any district employee upon recommendation by the superintendent. The superintendent or designee has the authority to impose disciplinary action against a district employee and to determine whether sufficient cause exists for discipline, up to and including discharge.

Employees who fail to fulfill their job responsibilities, fail to follow district policies and procedures relating to employee conduct, fail to follow the reasonable directions of their supervisors, or who conduct themselves on or off the job in ways that significantly affect their effectiveness on the job or in such other ways that the law determines to be sufficient cause shall be subject to discipline.

Non-disciplinary dismissal: Proclamation 21-14.1 requires all K-12 employees to be either fully vaccinated for COVID-19 or have an approved medical or religious exemption by October 18, 2021. The proclamation further prohibits districts from allowing employees to perform work if the employee does not choose one of the required options. Therefore, employees who are not in compliance with the requirements of Proclamation 21- 14.1 may be subject to non-disciplinary dismissal. The superintendent or designee will develop procedures for implementation of non-disciplinary dismissal.

Cross References:	Board Policy 5121	Unprofessional Conduct
Legal References:	RCW 28A.400.300	Hiring and discharge of employees – Leaves for employees – Seniority and leave benefits, retention upon transfers between schools
	28A.400.340	Notice of discharge to contain notice of right to appeal if available
	28A.405.300	Adverse change in contract status of certificated employee – Determination of probable cause – Notice – Opportunity for hearings
	28A.405.310	Adverse change in contract status of certificated employee, including non-renewal of contract – hearings – Procedure
	28A.410.090	Revocation of authority to teach
	28A.400.320	Mandatory termination of classified employees
	28A.405.470	Mandatory termination of certified employees
	28A.400.340	Notice of discharge to contain notice of right to appeal if available

WAC 181-86	Policies and procedures for Administration of certification Proceedings
181-87	Acts of Unprofessional Conduct
180-44-60	Drugs and alcohol – Use of as cause For dismissal
Proclamation 21-14.1	COVID-19 Vaccination Requirement