

Board Policy

Code No. 407.4

LICENSED EMPLOYEE DISMISSAL AND SUSPENSION

Licensed employees shall perform their assigned job, respect and follow board policy and obey the law. The Superintendent is authorized to place on paid administrative leave or suspend a licensed employee pending board action on a discharge, for investigation of charges against the employee, and for disciplinary purposes. It shall be within the discretion of the Superintendent to suspend a licensed employee without pay or place on administrative leave, with pay. In the event of either a suspension or administrative leave, appropriate due process shall be followed.

In the event that the Superintendent is recommending termination of a contract, the licensed employee may request a private hearing with the Board. This request shall be submitted in writing to the Board Secretary within five days of the receipt of the written notice of termination. The private hearing shall be held no sooner than ten days and no later than twenty days following the receipt of the request unless the parties otherwise agree.

Legal Reference: *Northeast Community Education Association v. Northeast Community School District*, 402 N.W.2d 765 (Iowa 1987).
McFarland v. Board of Education of Norwalk Community School District, 277 N.W.2d 901 (Iowa 1979).
Iowa Code §§ 20.7, .24; 279.13, .15-.19, .27 (2009).

Cross Reference: 404 *Employee Conduct and Appearance*
 407 *Licensed Employee Termination of Employment*

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