

# Board Policy

Code No. 413.3

## **CLASSIFIED EMPLOYEE SUSPENSION**

Classified employees shall perform their assigned job, respect and follow board policy and obey the law. The Superintendent is authorized to suspend a classified employee without pay for disciplinary purposes or place a classified employee on administrative leave with pay pending action on a discharge or during investigation of charges against the employee or for disciplinary purposes.

In the event of either suspension or discharge, due process will be followed as appropriate for the circumstances.

*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 (2013).*

*Cross Reference:*        404     *Employee Conduct and Appearance*  
                                  413     *Classified Employee Termination of Employment*

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