

LICENSED EMPLOYEE SUSPENSION

Licensed employees will perform their assigned job, respect and follow board policy and obey the law. The superintendent is authorized to suspend a licensed employee pending board action on a discharge, for investigation of charges against the employee, and for disciplinary purposes. It is within the discretion of the superintendent to suspend a licensed employee with or without pay.

In the event of a suspension, appropriate due process will be followed.

Legal Reference: *Northeast Community Education Association v. Northeast Community School District*, 402 N.W.2d 765, 769 (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.

	I.C. Iowa Code	Description
Iowa Code § 20.24		<u>Collective Bargaining - Electronic Filing Service</u>
Iowa Code § 20.7		<u>Collective Bargaining - Public Employer Rights</u>
Iowa Code § 279		<u>Directors - Powers and Duties</u>
Cross References		
	Code	Description
404		<u>Employee Conduct and Appearance</u>
404-R(1)		<u>Employee Conduct and Appearance - Code of Professional Conduct and Ethics Regulation</u>
404-R(2)		<u>Employee Conduct and Appearance - Code of Rights and Responsibilities Regulation</u>
407.05		<u>Licensed Employee Reduction in Force</u>

Approved _____ Reviewed 10/21/13, 10/17/16, 6/17/19, 6/13/22 Revised _____