

**Chinook School District**

**PERSONNEL**

5255

Disciplinary Action

District employees who fail to fulfill their job responsibilities or follow the reasonable directions of their supervisors or who conduct themselves on or off the job in ways that affect their effectiveness on the job or in other such ways that the law determines to be good cause shall be subject to discipline. Behavior, conduct or action which may institute disciplinary action or dismissal may include, but is not limited to, reasonable job-related grounds based on a failure to satisfactorily perform job duties, disruption of the District's operation, or other legitimate business reason.

Discipline shall be reasonably appropriate to the circumstance and shall include, but is not limited to, the supervisor's right to reprimand and the Superintendent's right to suspend with or without pay or impose other appropriate disciplinary sanctions. In accordance with Montana law, only the Board may terminate or non-renew an employee.

The Superintendent is authorized to suspend a staff member immediately.

Legal Reference:	§ 20-3-324, MCA	Powers and Duties
	§ 20-4-207, MCA	Dismissal of Teacher Under Contract
	§ 20-3-210, MCA	Controversy Appeals and Hearings
	§ 39-2-903, MCA	Definition of good cause

Policy History:

Adopted: June 1999

Revised: