

**SUSPENSION / DISCIPLINARY ACTION**

The Governing Board desires that employees understand what is considered unacceptable conduct. Any violation of Board policy or administrative regulations shall be subject to disciplinary action. The Superintendent or designee may take disciplinary action as he/she deems appropriate in light of the particular facts and circumstances involved. He/she shall ensure that disciplinary actions are taken in a consistent, nondiscriminatory manner and are appropriately documented.

*(cf. 1312.1 - Complaints Concerning District Employees)*  
*(cf. 4030 - Nondiscrimination in Employment)*  
*(cf. 4117.4 - Dismissal)*

*Legal Reference:*

EDUCATION CODE

- 44009 Conviction of specified crimes*
- 44010 Sex offense - definitions*
- 44011 Controlled substance offense - definitions*
- 44932 Grounds for dismissal of permanent employee*
- 44933 Other grounds for dismissal*
- 44938 Unprofessional conduct or incompetency; notice of charges*
- 44940 Sex offenses and narcotic offenses; compulsory leave of absence*
- 44940.5 Compulsory leave of absence; procedures; extension; compensation; bond or security; reports*
- 44942 Suspension or transfer of certificated employee on grounds of mental illness*
- 44944 Conduct of hearing*
- 44948.3 Dismissal of probationary employees*
- 45055 Drawing of warrants for teachers*
- 51530 Advocacy or teaching of communism*

GOVERNMENT CODE

- 3543.2 Scope of representation*

PENAL CODE

- 291 School employees; arrest for sex offense; notice to school authorities*

COURT DECISIONS

- Crowl v. Commission on Professional Competence (1990) 225 Cal. App. 3d 334, 275 Cal.Rptr. 86*

Policy  
Adopted: September 11, 2000

**BREA OLINDA UNIFIED SCHOOL DISTRICT**  
Brea, California