

Disciplinary Action

The District attempts to provide employees who violate policy, or exhibit unsatisfactory job performance, an opportunity to comply with District or department requirements by means of progressive disciplinary action.

Employees are expected to abide by the established rules and policies of their departments, Board Policy, the Code of Ethics for Idaho Professional Educators, and state and federal statutes.

The intent of this policy is to use a series of progressive disciplinary actions, when appropriate, as a means to assist and encourage employees to correct their conduct and to achieve satisfactory work performance. Particular circumstances may, in some cases, be exceptional or singular and the related disciplinary actions shall be tempered or expanded because of the facts of the situation.

Previous Policy: 403.2, 403.4, 602.10

Cross Reference:	5250	Grievance
	5270	Personal Conduct
	5340	Evaluation of Certificated Personnel
	5500	Personnel Files
	5737P	Disciplinary Action-Procedure

Legal Reference:	I.C. §33-513	Professional Personnel
	I.C. §33-514	Issuance of Annual Contracts
	I.C. §33-514a	Issuance of Limited Contract
	I.C. §33-515	Issuance of Renewable Contracts
	I.C. §33-1209	Procedures to revoke, suspend, deny or place reasonable conditions on a certificate
	IDAPA 08.02.02.076	Code of Ethics for Idaho Professional Educators

Policy History:

Adopted on: June 27, 2017

Revised on: