

PERSONNEL – Series 4000

4400 THE MERIT SYSTEM

4470 DISCIPLINARY ACTION, APPEAL AND HEARING PROCEDURES

4471 DISCIPLINARY ACTION

4471.2 Progressive Discipline and Action

- A. Except in situations where an immediate suspension or dismissal is reasonably justified, a permanent employee whose work performance or conduct is of such character as to incur discipline shall first be reprimanded in writing.
- B. After written warning, if the employee continues to violate a cause stated in Rule No. 4471.1, then the employee may be suspended without pay or dismissed. The proposed length of suspension shall reasonable relate to the seriousness of the offense.
- C. If the behavior warranting action under 4471.2(A) and 4471.2(B) above continues, for the same cause, substantially related cause, or other cause listed in these Rules, the employee may be subjected to other forms of disciplinary action, including demotion or dismissal.
- D. An employee may be immediately suspended without pay if charged with the commission of any sex offense or narcotics offense in accordance with the provisions of Education Code Sections 44010, 44011 and 45304.
- E. A probationary, substitute, limited-term, provisional, or other temporary employee may be suspended, reassigned or terminated at any time during his/her assignment without regard to procedures set forth in this Rule.

Reference:

Education Code Sections 44010-44011, 45260-45262 and 45302-45304

Approved: September 23, 1993
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