6.53

SUSPENSION WITH PARTIAL OR NO PAY

POLICY:

The School Board hereby delegates authority of employee suspension to the Superintendent under the following narrowly-defined circumstances in order to facilitate personnel management, to maintain an orderly and productive work environment, to avoid public embarrassment to employees, and to eliminate minor disciplinary action from the School Board's agenda.

(1) The suspension shall not exceed ten (10) days.

(2) The suspension may be with or without pay.

(3) Suspension shall be authorized only if the Superintendent finds that the employee has:

(a) Been absent without leave;

(b) Been insubordinate;

(c) Endangered the health or well-being of a fellow employee or of a student(s);

(d) Willfully neglected duty;

(e) Been intoxicated, consumed an alcoholic beverage, or used a controlled substance, unless prescribed by a physician, while working; or,

(f) Violated School Board rules to the extent that disciplinary action is required, but the violation is not severe enough for dismissal.

(4) An employee who is suspended under the authority of this rule shall be granted all due process rights accorded by the Florida Statutes.

(5) This rule grants the Superintendent authority in addition to that provided by Florida Statutes. It shall not be construed to limit the Superintendent's statutory powers.

STATUTORY AUTHORITY: 230.22(2); 230.23(17), F.S.

LAWS IMPLEMENTED: 230.23(5)(f); 230.23005(11); 230.33(7)(e); 231.28; 231.36(4)(c), F.S.

STATE BOARD OF EDUCATION RULES: 6A-5.056

History:

Adopted: January 14, 1999
Revision Date(s): October 9, 2001; December 13, 2011
Formerly: --