

PERSONNELPROFESSIONAL PERSONNEL - DISCIPLINE OF EMPLOYEES

A. Any employee who violates any rule, work rule, regulation, policy or directive of the Board of Education, or any directive of officers or administrators of the Board of Education, including, but not limited to, the Superintendent, the Building Principal, etc., may be suspended without pay for a specific period.

B. Notwithstanding anything in subsection A of this policy, any employee may also be suspended without pay for a specific period for incompetency, cruelty, negligence, immorality, insubordination, or other sufficient cause or whenever, in the opinion of the Board of Education, the interests of the school require suspension.

C. Notwithstanding anything in subsections A and B of this policy, any employee may also be suspended with pay, censured, reprimanded, either orally or in writing, or otherwise disciplined by the Board of Education for any violation or reason for which suspension without pay is authorized by subsections A and B hereof.

D. Nothing herein is intended to limit the authority of the Board of Education to discharge an employee as provided for by School Code sections 10-22.4, 24-11, 24-12, or as otherwise provided for and authorized by law, without resort to the intermediate forms of discipline listed above in sections A, B or C.

E. The Superintendent may suspend an employee with pay pending Board action when, in the determination of the Superintendent, the best interests of the District require immediate removal of the employee.

F. In connection with any action taken under this policy the Board shall provide such due process as is necessary and appropriate under applicable Constitutional standards.

LEGAL REF.: Illinois School Code, Sec. 10-22.4, 24-11, and 24-12 (105 ILCS 5/10-22.4, 5/24-11, and 5/24-12); Cleveland Board of Education v. Loudermill, 105 S.Ct. 1487, (1985), on remand 763 F.2d 202; Jones v. Board of Education of Township High School District No. 211, 651 F. Supp. 760 (N.D. M. 1986); Barszcz v. Board of Trustees of Community College District No. 504, Cook County, 400 F.Supp. 675 (N.D. Ill. 1975); Spinelli v. Immanuel Lutheran Evangelical Congregation, Inc., 515 N.E.2d 1222 (1987); Kamrath v. Board of Education of School District 150, 515 N.E.2d 1222 (1987); Massie v. East St. Louis School District No. 189, 561 N.E.2d 246 (5th Dist. 1990); and Kearns v. Board of Education of North Palos Elementary School District No. 117, 392 N.E.2d 148 (1st Dist. 1979).

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