

## Harlem School District

### PERSONNEL

5255

#### Disciplinary Action

District employees who fail to fulfill their job responsibilities or to follow reasonable directions of their supervisors, or who conduct themselves on or off the job in ways that affect their effectiveness on the job, may be subject to discipline. Behavior, conduct, or action that may call for disciplinary action or dismissal includes but is not limited to reasonable job-related grounds based on a failure to satisfactorily perform job duties, disruption of the District's operation, or other legitimate reasons.

Discipline will be reasonably appropriate to the circumstance and will include but not be limited to a supervisor's right to reprimand an employee and the Superintendent's right to suspend an employee, with or without pay, or to impose other appropriate disciplinary sanctions. In accordance with Montana law, only the Board may terminate an employee or non-renew employment.

The District's restrictions on students who have brought to, or possess a firearm at, any setting that is under the control and supervision of the school district and a student who has been found to have possessed, used or transferred a weapon on school district property apply to all employees of the District pursuant to Policy 3311.

The Superintendent is authorized to immediately suspend a staff member.

Cross Reference      Policy 3311      Firearms and Weapons

Legal Reference:      § 20-3-210, MCA      Controversy appeals and hearings  
                                 § 20-3-324, MCA      Powers and duties  
                                 § 20-4-207, MCA      Dismissal of teacher under contract  
                                 § 39-2-903, MCA      Definitions  
                                 *Johnson v. Columbia Falls Aluminum Company LLC*, 2009 MT 108N.

#### Policy History:

Adopted on:    March 15, 2000  
Reviewed on:    October 18, 2010  
Revised on:    July 18, 2011