

# **408.01 Certificated Employee Disciplinary Action/Termination**

Friday, August 11, 2023

## **CERTIFICATED EMPLOYEE DISCIPLINARY ACTION/TERMINATION**

The superintendent of schools, or a designee, may take action concerning a certificated employee's performance or conduct which is deemed reasonable necessary to assist the employee and further school purposes, including: (1) counseling, (2) oral reprimand, (3) written reprimand, and (4) suspension with or without pay, not to exceed thirty (30) working days. The employee may contest such disciplinary action via the grievance procedure and may, upon request, in the instance of suspension without pay, be granted a formal due process hearing before the board of education.

Upon the superintendent of school's recommendation, the board of education may elect to amend or not renew the contract of a probationary certificated employee for any reason deemed sufficient, if such action is constitutionally permissible and in accord with state statute. An employee subject to such recommendation shall, upon request, be granted an informal hearing before the board of education or a committee of not less than three board members.

Upon the superintendent of schools' recommendation, the board of education may elect to amend or terminate the contract of a permanently certificated employee for any reason so set forth by the statutes. An employee subject to such recommendation shall, upon request, be granted a formal due process hearing before the board of education.

Legal Reference:

Neb. Statute 79-827, 828 and 830

Neb. Statute 79-831 through 835

Cross Reference:

406.03 Certificated Employee Individual Contracts

406.04 Certificated Employee Continuing Contracts