

## **GDQD**

## **Discipline, Suspension, & Dismissal of Support Staff**

The superintendent shall be authorized to suspend with pay, or place on administrative leave, a classified/support staff member as a disciplinary measure and/or pending an internal investigation when a classified/support staff member is accused of serious misconduct. The superintendent shall report all such suspensions to the Board within 24 hours and shall make a recommendation if further disciplinary action is warranted.

The vote of a majority of the Board shall be necessary to approve dismissals of any and all classified/support staff.

Classified employees generally shall be given notice of their dismissal two weeks prior to the effective date; however, gross disobedience or abandonment of duties are grounds for immediate dismissal without notification.

If an employee is dismissed as a result of an allegation of unlawful behavior involving a child, including unlawful sexual behavior, which is supported by a preponderance of evidence, the superintendent is delegated the responsibility for immediately notifying the Colorado Department of Education (CDE) and for providing any information requested by the department concerning the circumstances of the dismissal. The district also shall notify the employee that information concerning his dismissal is being forwarded to CDE unless such notice would conflict with the confidentiality requirements of the Child Protection Act.

LEGAL REFS:           C.R.S. 19-3-301 et seq. (Child Protection Act of 1987)  
                              C.R.S. 22-32-109.7  
                              C.R.S. 22-32-110(1)(h)  
                              C.R.S. 22-32-126(3)

ADOPTED:             November 12, 1984  
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