Board Policy P-4: Discipline of District Employees

REFERENCES

Administrative Procedures for Board Policy P-4
Utah Admin. Code R277-217, Educator Standards and LEA Reporting
Board Policy G-19: Discrimination, Harassment, and Retaliation Prohibited
Board Policy G-20: Bullying, Cyber-bullying, Hazing, and Abusive Conduct Prohibited
Board Policy P-1: Ethical Standards

THE POLICY

The Salt Lake City School District Board of Education recognizes the importance of providing orderly procedures when disciplining its employees. District supervisors and administrators have the authority to make appropriate disciplinary decisions with regard to employees, except when that authority is limited by a formal written employee agreement. When warranted, employees may be disciplined by suspension, demotion, termination, or any other action deemed appropriate under the circumstances. All disciplinary action will be implemented in a reasonable, fair, and consistent manner in accordance with all applicable laws, rules and policies.

The purpose of this policy is to inform employees of the district’s authority to discipline, and their due process rights related to such disciplinary actions. This policy does not in any way alter at-will employment relationships.

The district will set forth its specific processes for implementing this board policy through the accompanying administrative procedures.