

DISCIPLINE - SUSPENSION - DISMISSAL OF PROFESSIONAL STAFF

A teacher may be suspended, dismissed or not reemployed and an administrator may be demoted, suspended, dismissed or not reemployed for the following reasons:

- Inefficiency;
- Immorality;
- Unprofessional conduct;
- Insubordination;
- Neglect of duty
- Physical or mental incapacity;
- A justifiable decrease in the number of positions due to decreased enrollment or District reorganization;
- Conviction of a felony or of a crime involving moral turpitude;
- Inadequate performance;
- Evident unfitness for service;
- Failure to comply with such reasonable requirements as a board may prescribe;
- Failure to show normal improvement and evidence of professional training and growth;
- Advocating overthrow of the Government of the United States or of the State of Nevada by force, violence or other unlawful means, or the advocating or teaching of communism with the intent to indoctrinate pupils to subscribe to communistic philosophy;
- Any cause which constitutes grounds for the revocation of a teacher's license;
- Willful neglect or failure to observe and carry out the requirements of this title;
- Dishonesty;
- Breaches in the security or confidentiality of the questions and answers of the achievement and proficiency examinations that are administered pursuant to NRS 389.015;
- Intentional failure to observe and carry out the requirements of a plan to ensure the security of examinations adopted pursuant to NRS 389.616 or 389.620;
- An intentional violation of NRS 388.5265 or 388.527 (aversive intervention or physical or mechanical restraint on a pupil with a disability);
- Gross misconduct (includes any act or omission that is in wanton, willful, reckless or deliberate disregard of the interests of a school or school District or a pupil thereof); or
- An intentional failure to report a violation of NRS 388.135 regarding bullying if the teacher or administrator witnessed the violation.

A licensed employee is required to report to the Superintendent/**Designee** or Human Resources Director if he/she has been arrested or convicted of a crime within two District business days after arrest or conviction. The crimes an employee is required to report include:

- Any felony;
- Any gross misdemeanor;
- Any misdemeanor involving drugs, sex crimes, child abuse or spousal abuse;
- Any DUI if driving is a condition of employment.

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Revised:

NEPN/NSBA Classification:

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