PROPOSED REVISIONS

Personnel not hired under a contract shall be employed on an at-will basis and shall be termed classified employees.

[For information regarding contractual employment, see DCA, DCB, DCC, and DCE, as appropriate]

Suspension

An at-will employee may be suspended without pay by the Superintendent during an investigation of alleged misconduct by the employee or at any time the Superintendent determines that the District's best interest will be served by the suspension.

The employee may request the use of accrued local or state leave earned prior to the suspension to offset the days unpaid during suspension, unless an employee is under investigation for theft of District property, possession of illegal drugs on District property, or child abuse. [See DEC(LOCAL)]

Dismissal

At-will/classified employees may be dismissed at any time for any reason not prohibited by law or for no reason, as determined by the needs of the District. At-will/classified employees who are dismissed shall receive pay through the end of the last day worked.

Only the Superintendent shall be authorized to dismiss an at-will/classified employee. Prior to authorizing dismissal, the Superintendent shall ensure that the disciplinary regulations set forth in the employee handbook have been implemented by the employee's supervisor and the human resources department.

The Superintendent shall annually publish regulations concerning the discipline of at-will/classified employees in the District's employee handbook. At a minimum, the regulations shall require, in cases other than those involving intentional misconduct, that before an employee may be disciplined the employee must have been informed by his or her supervisor, directly or through written instructions, of job performance expectations and must have been given a reasonable opportunity to conform to the supervisor's performance expectations.

Appeal of
Employment
Actions

A dismissed employee may appeal the dismissal in accordance with DGBA(LOCAL).