

DISCIPLINE, SUSPENSION AND DISMISSAL OF PROFESSIONAL STAFF

All Centennial BOCES professional staff members, unless otherwise designated by contract, shall be considered "at will" employees who serve at the pleasure of the Board and shall have only those employment rights expressly established by Board policy. Professional staff members shall be employed for such time as Centennial BOCES is in need of or desirous of the services of such employees.

The executive director shall be authorized to suspend with pay or place a professional staff member on unpaid administrative leave as a disciplinary measure and/or pending an internal investigation when a professional staff member is accused of serious misconduct. The executive director shall report all such suspensions to the Board at its next meeting and shall make a recommendation if further disciplinary action is warranted, including but not limited to termination of employment. The Board shall make the final decision regarding the dismissal of any professional staff member.

Centennial BOCES shall comply with the reporting requirements concerning allegations of unlawful behavior involving a child and other offenses, in accordance with state law.

LEGAL REFS.: 20 U.S.C. 7926 ESSA prohibition against employment assistance for school employees who have engaged in sexual misconduct with a student or minor
C.R.S. 19-3-301 *et seq.* Child Protection Act of 1987
C.R.S. 22-32-110 (1)(h) power to discharge/terminate employment
1 CCR 301-37, Rules 2260.5-R-15.00 *et seq.* reporting requirements

CROSS REF.: GCA, Professional Staff Positions

Revised: November 19, 2020
Adopted: January 18, 2018
Centennial BOCES