

1 **Potomac Elementary**

2
3 **PERSONNEL**

5255

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5 Disciplinary Action

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7 District employees who fail to fulfill their job responsibilities or to follow reasonable directions
8 of their supervisors, or who conduct themselves on or off the job in ways that affect their
9 effectiveness on the job, may be subject to discipline. Behavior, conduct, or action that may call
10 for disciplinary action or dismissal includes but is not limited to reasonable job-related grounds
11 based on a failure to satisfactorily perform job duties, disruption of the District's operation, or
12 other legitimate reasons.

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14 Discipline will be reasonably appropriate to the circumstance and will include but not be limited
15 to a supervisor's right to reprimand an employee and the Principal's right to suspend an
16 employee, with or without pay, or to impose other appropriate disciplinary sanctions. In
17 accordance with Montana law, only the Board may terminate an employee or non-renew
18 employment.

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20 The Principal is authorized to immediately suspend a staff member.

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24 Legal Reference: § 20-3-210, MCA Controversy appeals and hearings
25 § 20-3-324, MCA Powers and duties
26 § 20-4-207, MCA Dismissal of teacher under contract
27 § 39-2-903, MCA Definitions
28 *Johnson v. Columbia Falls Aluminum Company LLC*, 2009 MT 108N.

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30 Policy History:

31 Adopted on: March 14, 2011
32 Reviewed on:
33 Revised on: