

Administrative Regulation

Classified Employees; Action by the Board of EducationA. Recommendation to the Board of Education

If the decision of the Preliminary Appeal Hearing is to continue or modify the proposed disciplinary action, the district administration shall make a recommendation to the Board of Education on the proposed disciplinary action. No recommendation can contain a proposed disciplinary action more severe than that recommended in the Preliminary Appeal Hearing decision. The Board of Education shall receive the following information:

1. A statement as to the penalty being proposed by the district administration.
2. A true copy of the Notice of Proposed Disciplinary Action.
3. A true copy of the Preliminary Appeal Hearing decision.
4. A true copy of any written statement submitted by the employee.

B. Board of Education's Decision

The Board of Education shall have the right to deliberate its decision in closed session. The Board of Education's decision shall be reached no later than the Board meeting next following the preliminary meeting where the district administration's recommendation was presented. The decision of the Board of Education shall be to either approve the recommended disciplinary action, modify and approve a disciplinary action, postpone the proposed disciplinary action, or reject the proposed disciplinary action. If the Board takes action to implement some form of disciplinary action, the effective date shall be determined by the Board of Education in its decision, which shall be no earlier than the date of disciplinary action already imposed on the employee pursuant to any Preliminary Hearing decision, or if no action has yet taken place, no earlier than the working day following the conclusion of the Board meeting where a decision was reached and acted upon for an employee. The Board of Education shall not act to provide for a penalty or disciplinary action more severe than that recommended by the district administration. The action of the Board shall be noted in open session of the Board. A majority vote of the Board of Education (not just a majority of those present) shall be required to approve any disciplinary action against the employee. The superintendent shall convey the decision of the Board of Education to the personnel director in writing, and shall file same with the Personnel Commission office within two (2) working days of the Board's decision.

Ref: EC Sections 45260, 45261

Approved: April 16, 1991

Reviewed: July 1, 2000