

The School Board hereby delegates authority of employee suspension with partial or no pay to the Superintendent in order to facilitate personnel management, to maintain an orderly and productive work environment, to avoid public embarrassment to employees, and to eliminate minor disciplinary action from the School Board's agenda.

- I. The suspension shall not exceed five (5) days.
- II. The suspension may be wholly or partially without pay.
- III. Suspension shall be authorized only if the Superintendent finds that the employee has
 - A. Been absent without leave;
 - B. Been insubordinate;
 - C. Endangered the health or well-being of a fellow employee or of a student(s);
 - D. Willfully neglected duty;
 - E. Consumed an alcoholic beverage while working; or,
 - F. Violated School Board rules or administrative directives to the extent that disciplinary action is required, but the violation is not severe enough for dismissal.
- IV. An employee who is suspended under the authority of this rule shall be granted all due process rights accorded by the Florida Statutes.
- V. This rule grants the Superintendent authority in addition to that provided by Florida Statutes. It shall not be construed to limit the Superintendent's statutory powers.

STATUTORY AUTHORITY: **1001.41, 1012.22, 1012.23, F.S.**

LAW(S) IMPLEMENTED: **1001.43, 1012.22, 1012.27, 1012.33, F.S.**

STATE BOARD OF EDUCATION RULE(S): **6A.5.056**

HISTORY: **ADOPTED: 6/12/2007**
REVISION DATE(S): _____