

*Separation for Cause*

Professional employee contracts may be terminated in accordance with the Public School Code for any of the following reasons: immorality; incompetence; intemperance; cruelty; persistent negligence, mental derangement; advocating, or participating in, un-American or subversive doctrines; and persistent and willful violation of the School Code.

The employment of non-instructional staff members may be terminated at any time for those causes set forth in federal and state law or for the reasons set forth below.

1. Theft;
2. Falsifying personnel or District records;
3. Negligence in taking safety precautions where necessary;
4. Tardiness without reasonable excuses;
5. Absences without reasonable excuses;
6. Reporting to work under the influence of alcohol or illegal drugs;
7. Gambling;
8. Sale or use of harmful drugs or intoxicating alcohol on the premises;
9. Fighting;
10. Use of abusive language or anti-racial or discriminatory remarks;
11. Insubordination;
12. Improper moral behavior;
13. Sexual harassment;
14. Improper association with students;
15. Sleeping on the job;
16. Leaving premises without permission during working hours;
17. Unauthorized use of District property;
18. Violations of Board Policy or any applicable Administrative Regulation where such a violation carries with it the potential for termination; and

19. Persistent and willful violation of the standards and practices established for the position.

Cross reference:

Policy and Administrative Regulation 4031 (Voluntary Separation from District – Retirement from Employment)