

**BOARD OF TRUSTEES  
CARSON CITY SCHOOL DISTRICT**

**POLICY No. 409  
CLASSIFIED STAFF**

**DISCIPLINARY ACTIONS**

Upon the recommendation of the employee's supervisor or principal and with the concurrence of the Superintendent, any classified employee may be suspended, provided that such suspension serves to allow time to investigate an incident, which may be cause for dismissal.

The employee may be suspended with or without pay, depending on the circumstances relative to the suspension, as determined jointly by the supervisor or principal and the Superintendent.

Employees suspended without pay will not be permitted to use any accrued sick leave benefits while on suspension. No employee can accrue leave benefits while on suspension. Any employee so dismissed will have the right to an opportunity for a hearing with the principal or supervisor who recommends dismissal. Appeal from the decision of the said principal or supervisor may be taken to the Superintendent, whose decision shall be final.

Adopted: January 10, 1978  
Revised: August 29, 1979