

**BOARD OF TRUSTEES
CARSON CITY SCHOOL DISTRICT**

**REGULATION No. 409
CLASSIFIED STAFF**

DISCIPLINARY ACTIONS

A classified employee may be dismissed for reasons including, but not limited to, the following:

1. Inefficiency, incompetence, or negligence in the performance of assigned duties;
2. Insubordination, or failure to follow orders;
3. Conflict with other workers, fighting, quarreling, etc.;
4. Refusal to transfer;
5. Unauthorized absence, excessive absences or the abuse of leave, or tardiness;
6. Physical or mental incapacity which causes failure to perform the assigned work of the position;
7. Under the influence of alcohol or controlled substances while on duty;
8. Excessive use of alcohol or controlled substances while not on duty which impairs the employee's effectiveness while on duty;
9. Conviction of a felony, or a crime involving moral turpitude or the use or selling of narcotics;
10. Pilfering or stealing School District property;
11. Disgraceful or inappropriate conduct in a school or the community;
12. Activity, which is incompatible with the policies, rules and regulations adopted by the Board of School Trustees.

Any employee who is dismissed will have the right to a hearing with the administrator or supervisor who is responsible for the dismissal. Appeals may be taken to the Superintendent, whose decision is final.

Adopted: April 15, 1981
Amended: September 1, 1983