

CLASSIFIED EMPLOYEE DISMISSAL

1 All employees shall perform their assigned duties cooperatively, competently, and 1  
2 in accordance with District policies, regulations, procedures, rules and directives. All 2  
3 employees are expected to obey the laws, to adhere to professional ethics, and to 3  
4 abstain from behavior which adversely affects their job performance and/or the 4  
5 district. 5

6 A classified employee may be dismissed upon fourteen (14) days written notice of 6  
7 recommendation from the Superintendent if upheld by the Board, or immediately for 7  
8 cause. Due process procedures will be followed for non-probationary classified 8  
9 employees. 9

10 It is the responsibility of the superintendent to make a recommendation for 10  
11 dismissal to the board for non-probationary employees. The termination or retention 11  
12 of probationary employees is entirely within the discretion of the employer. 12

13 A classified employee may be dismissed for any reason, including, but not limited 13  
14 to, incompetence, willful neglect of duty, reduction in force, willful violation of board 14  
15 policy or administrative regulations, or a violation of the law. 15

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Legal Reference: Iowa Code §§ 20.7, .24 (2007).

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