

1 **Charlo Public School District**

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3 **PERSONNEL**

5255

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5 Disciplinary Action

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7 District employees who fail to fulfill their job responsibilities or to follow reasonable directions  
8 of their supervisors, or who conduct themselves on or off the job in ways that affect their  
9 effectiveness on the job, may be subject to discipline. Behavior, conduct, or action that may call  
10 for disciplinary action or dismissal includes but is not limited to reasonable job-related grounds  
11 based on a failure to satisfactorily perform job duties, disruption of the District's operation, or  
12 other legitimate reasons.

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14 Discipline will be reasonably appropriate to the circumstance and will include but not be limited  
15 to a supervisor's right to reprimand an employee and the Superintendent's right to suspend an  
16 employee, with or without pay, or to impose other appropriate disciplinary sanctions. In  
17 accordance with Montana law, only the Board may terminate an employee or non-renew  
18 employment.

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20 The Superintendent is authorized to immediately suspend a staff member.  
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24 Legal Reference:      § 20-3-210, MCA      Controversy appeals and hearings  
25                              § 20-3-324, MCA      Powers and duties  
26                              § 20-4-207, MCA      Dismissal of teacher under contract  
27                              § 39-2-903, MCA      Definitions  
28                              *Johnson v. Columbia Falls Aluminum Company LLC*, 2009 MT 108N.  
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31 Policy History:

32 Adopted on:

33 Revised on: