

1 **Bainville K-12 Schools**

2
3 **PERSONNEL**

5255

4
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 pay, or to impose other appropriate disciplinary sanctions. In accordance with
17 Montana law, only the Board may terminate an employee or non-renew employment.

18
19 The District’s restrictions on students who have brought to, or possess a firearm at, any setting
20 that is under the control and supervision of the school district and a student who has been found
21 to have possessed, used or transferred a weapon on school district property apply to all
22 employees of the District pursuant to Policy 3311.

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24 The Superintendent is authorized to immediately suspend a staff member.

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28	Cross Reference	Policy 3311 Firearms and Weapons
29		
30	Legal Reference:	§ 20-3-210, MCA Controversy appeals and hearings
31		§ 20-3-324, MCA Powers and duties
32		§ 20-4-207, MCA Dismissal of teacher under contract
33		§ 39-2-903, MCA Definitions
34		<i>Johnson v. Columbia Falls Aluminum Company LLC</i> , 2009 MT 108N.
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36 Policy History:

37 Adopted on:
38 Reviewed on: 2/25/08
39 Revised on: 12/2011

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42 Notes: On 11/2011 line 16 was changed “with ~~or without~~ pay”