

## 1.0 Discipline

- 1.1 Termination or other discipline of management or confidential employees shall be in accordance with the provisions of the Education Code, these policies and regulations, or pursuant to the terms of an individual employment contract. Discipline includes but is not limited to dismissal, demotion and suspension.
- 1.2 In the absence of an express agreement to the contrary, management employees serve at the pleasure of the Board. (Education Code § 72411.5)
- 1.3 Termination or other discipline of a confidential employee shall be governed by the policies and regulations applicable to classified employees.
- 1.4 Reassignment to other duties does not constitute discipline.

## 2.0 Bases for Dismissal

- 2.1 Management employees shall continue to be employed as managers for the ensuing fiscal year unless:
  - 2.1.1 The manager is provided with written notice by March 15 that employment will not be renewed for the following fiscal year.
  - 2.1.2 The manager submits a written letter of resignation by March 15;
  - 2.1.3 The manager is dismissed for cause; or
  - 2.1.4 There exists an express agreement between the manager and the District with respect to termination, renewal or dismissal procedures.

## 3.0 Notice

- 3.1 Notice of discipline shall be given according to the terms of the employment contract or as provided by law.
- 3.2 This notice requirement shall not apply to persons in acting positions. (Education Code § 87741)

## 4.0 Board Action

- 4.1 All final decisions on management nonrenewal, dismissal or other discipline shall be the exclusive responsibility of the Board in accordance with the law.