



Administrative Regulation 4119.2 Suspension (Licensed Employee)

Responsible Office: Office of Human Resources

REGULATION

1. If the Superintendent has reason to believe that cause exists for the dismissal of a licensed employee (teacher, principal or administrator) and s/he is of the opinion that the immediate suspension of the employee is necessary in the best interests of the students in the school district, the Superintendent may suspend the employee without notice and without a hearing.
2. The Superintendent may also suspend a licensed employee who has been officially charged but not convicted of a felony or a crime involving moral turpitude or immorality.
 - a. If the charge is dismissed or if the employee is found not guilty, s/he must be reinstated with back pay, plus interest, and normal seniority.
3. The Superintendent shall notify the employee in writing of the suspension.

IMPLEMENTATION GUIDELINES & ASSOCIATED DOCUMENTS

1. This Policy reflects the goals of the District's Strategic Plan, Envision WCSD 2015 – Investing in Our Future
 - a. Goal 2, Recruit and Support Highly Effective Personnel
 - b. Goal 4, Value and Strengthen a Positive Self-Renewing Culture
 - c. Goal 5, Align Performance Management Systems
2. This Administrative Regulation complies with Board Policy 4119, Separation of Service.
3. The following Administrative Regulations outline the process(s) the District will follow related to Dismissal:
 - a. Administrative Regulation 4119, Separation: Licensed Employees
 - b. Administrative Regulation 4119.4, Grounds for Dismissal: Possession of a Weapon on School District Property
 - c. Administrative Regulation 4111.4, Ethical Standards

4. This policy aligns with the Collective Bargaining Agreements of the employee associations:
 - a. Washoe Education Association (WEA);
 - b. Association of Professional and Technical Administrators (APTA);
 - c. Washoe School Principals' Association (WSPA); and,
5. This policy complies with Nevada Revised Statutes (NRS) Chapter 288, Relations Between Governments and Public Employees, and specifically:
 - a. NRS 288.140 – 288.220, Recognition of and Negotiation with Employee Organizations
6. This policy complies with Nevada Revised Statutes (NRS) Chapter 391, Personnel, and specifically:
 - a. NRS 391.301 – 391.309, Suspension and Termination of Employee for Failure to Maintain Valid License
 - b. NRS 391.311 – 391.3197, Evaluations of Licensed Personnel; Probationary and Post-Probationary Employment; Disciplinary Action
 - c. NRS 391.330: Grounds for suspension or revocation of license.

REGULATION HISTORY

Date	Revision	Modification
4/11/1967	1.0	Adopted
6/9/1970 10/27/1992 7/14/1998	2.0	Revisions
11/15/2012	3.0	Revised: format changes