

## **DISCIPLINE, SUSPENSION AND DISMISSAL OF SUPPORT STAFF**

Support staff employees, unless otherwise designated by contract, shall be considered “at will” employees who serve at the pleasure of the Board and shall have only those employment rights expressly established by Board policy. Support staff members shall be employed for such time as Centennial BOCES is in need of or desirous of the services of such employees.

The Board delegates to the executive director the authority to dismiss support staff members. The executive director may delegate this authority to other appropriate personnel such as the director of personnel. All dismissals of support staff members shall be reported to the Board at its next regular meeting.

The executive director also may suspend employees from their assignments as a disciplinary measure, with or without pay.

Centennial BOCES shall comply with the reporting requirements concerning allegations of unlawful behavior involving a child and other offenses, in accordance with state law.

**LEGAL REFS.:** 20 U.S.C. 7926 ESSA prohibition against employment assistance for school employees who have engaged in sexual misconduct with a student or minor  
C.R.S. 19-3-301 et seq. Child Protection Act of 1987  
C.R.S. 22-32-110 (1) (h) power to discharge/terminate employment

**CROSS REF.:** GDA, Support Staff Positions

Revised: November 19, 2020

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Centennial BOCES