

SUSPENSION AND DISMISSAL OF SUPPORT STAFF

FILE: GDQD

TITLE: Suspension and Dismissal of Support Staff

POLICY:

No member of the support staff may be suspended from duty except by the Superintendent or The School Board of Orange County, Florida ("Board"). No member of the support staff may be dismissed or released due to reduction in personnel except by action of the Board.

- (1) The Superintendent may suspend a member of the support staff, with pay, during an emergency, for a period extending to and including the day of the next regular or special meeting of the Board. The Board shall be notified immediately of all such suspensions.
 - (a) After investigation of the facts, the Superintendent may recommend suspension or dismissal of a member of the support staff for cause or may recommend reinstatement.
 - (b) If a member of the support staff is arrested for a crime constituting a felony or for a misdemeanor involving moral turpitude, the Superintendent shall investigate the matter. The support staff member shall be given ninety (90) days to resolve a misdemeanor charge involving moral turpitude or one hundred eighty (180) days to resolve a felony charge. If the case is not resolved within the allotted time period, the Superintendent may place the support staff member on relief of duty without pay status and recommend that the Board continue such relief of duty without pay status, pending adjudication of guilt. Upon final adjudication, the Superintendent shall review the findings and make an appropriate recommendation to the Board.
- (2) A recommendation for dismissal of a member of the support staff shall be based on one (1) or more of the reasons set forth in Board Policy GCQF, Suspension and Dismissal of Professional Staff.
- (3) Human Resources shall continually monitor reports from law enforcement agencies regarding arrests of employees.
- (4) Nothing contained herein shall be construed to prohibit the Board from dismissing members of the support staff whose positions are no longer needed and are therefore discontinued at the end of the fiscal year.

SPECIFIC AUTHORITY: Sections 1012.22 and 1012.27, Florida Statutes

ADOPTED: 11/17/08

REVISED: 12/10/13; 10/11/16