

# Walla Walla Public Schools

## BOARD POLICY

Policy No. 5281

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### DISCIPLINARY ACTION AND DISCHARGE

Staff who fail to fulfill their job responsibilities or follow the reasonable directions of their administrators or who conduct themselves on or off the job in ways that affect their effectiveness on the job or in such other ways that the law determines to be sufficient cause shall be subject to discipline and/or discharge. Discipline or discharge of an employee may result from any of the following:

Insubordination, gross incompetence, immorality, conviction of a felony, unprofessional conduct, mental or physical inability to perform the essential job functions, inappropriate conduct toward students, staff or others, intemperance, intentional discrimination, vulgar speech or actions, use of habit-forming drugs without pharmaceutical prescription by a doctor of medicine licensed to practice in the state of Washington, use of tobacco products and/or alcoholic beverages on school premises or at a school-sponsored activity off the school premises, and use of district supplies and equipment for personal betterment or financial gain.

THE ABOVE LIST IS NOT INTENDED TO INCLUDE ALL TYPES OF CONDUCT FOR WHICH THE SCHOOL DISTRICT MAY DISCHARGE OR DISCIPLINE AN EMPLOYEE.

Discipline shall be reasonably appropriate to the circumstances but may include suspension or discharge. In the event that allegations or charges are made against a staff member for misconduct with minors, the superintendent may contact the child protective services central registry for evidence regarding the staff member as an adjudicated or admitted perpetrator of child abuse or neglect.

The superintendent shall develop procedures regarding disciplinary action and discharge.

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Cross References: Board Policy 5006 Unprofessional Conduct

Legal References: RCW 28A.400.300 Hiring and discharge of employees--Leaves for employees--Seniority and leave benefits, retention upon transfers between schools  
28A.400.340 Notice of discharge to contain notice or right to appeal if available  
28A.405.300 Adverse change in contract status of certificated employee--Determination of probable cause--Notice--Opportunity for hearings  
28A.405.310 Adverse change in contract status of certificated employee, including non-renewal of contract--Hearings—Procedure

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|             |   |
|-------------|---|
| 28A.410.090 | Revocation of authority to teach  |
| 28A.400.320 | Mandatory termination of classified employees                           |
| 28A.405.470 | Mandatory termination of certified employees                            |
| 28A.400.340 | Notice of discharge to contain notice of right to appeal if available   |
| WAC 180-86  | Policies and procedures for administration of certification proceedings |
| 180-87      | Acts of Unprofessional Conduct  |
| 180-44-060  | Drugs and alcohol--Use of as cause for dismissal                        |

**Adopted by the Board: July 16, 2002**  
**Revised: October 7, 2003**