

**CLASSIFIED EMPLOYEE SUSPENSION**

Classified employees will perform their assigned job, respect and follow board policy and obey the law. The superintendent is authorized to suspend a classified employee with or without pay pending board action on a discharge or during investigation of charges against the employee or for disciplinary purposes. It is within the discretion of the superintendent to suspend a classified employee with or without pay.

In the event of a suspension, due process will be followed.

**NOTE: This is a mandatory policy.**

Legal Reference: *Northeast Community Education Association v. Northeast Community School District*, 402 N.W.2d 765, 769 (Iowa 1987).  
*McFarland v. Board of Education of Norwalk Community School District*, 277 N.W.2d 901 (Iowa 1979).  
Iowa Code §§ 20.7, .24.

Cross Reference: 404 Employee Conduct and Appearance  
413 Classified Employee Termination of Employment

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