

Article IX.A.4.c. Causes for Disciplinary Action, Up to and Including Suspension or Dismissal

- A. Teachers may be suspended or dismissed for cause under the provisions of the School Termination Procedures Act (Utah Code 53A-8-101 *et seq.*).
- B. Just cause for disciplinary action, up to and including suspension or dismissal, shall include but not be limited to the following acts or omissions by a teacher.
 - 1. Improper conduct, including but not limited to the following:
 - a. Conduct which violates any established rule, regulation, policy or directive.
 - b. Conduct which violates any provision of the collective bargaining agreement between the Board and teacher association.
 - c. Conduct which violates the criminal law of this state or of the United States.
 - d. Conduct which violates common established standards of morality.
 - e. Conduct which exposes the District to censure, ridicule, damage or reproach.
 - f. Bringing an intoxicant onto school property; consuming an intoxicant on school property; or reporting for work under the influence of an intoxicant.
 - g. Bringing a narcotic or other controlled substance onto school property; using a narcotic or other controlled substance on school property; or reporting for work under the influence of a narcotic or other controlled substance.
 - h. Addiction to, or dependency on, a narcotic or other controlled substance.
 - i. Theft.
 - j. Use of District property for personal gain.
 - k. Negligent or willful damage to District property.
 - l. Waste of District supplies or equipment.
 - m. Dishonesty or falsification of any information supplied to the school District, including data on application forms, employment records, or other information given to the District. Failure to divulge information which is vital to the district for hiring considerations or other matters.

- n. Sexual harassment.
 - o. Assaulting another person
 - 2. Neglect of duty, including but not limited to:
 - a. Unexcused absence.
 - b. Excessive tardiness
 - c. Abuse of leave policies.
 - 3. Insubordination.
 - 4. Failure to perform duties properly.
 - 5. Excessive absenteeism.
 - 6. Incapacity due to mental or physical disability.
 - 7. Any reason that the District in its sole discretion deems reasonable and appropriate (applies to provisional teachers only).
- C. Procedures for suspension, termination and nonrenewal of contract are included in the Professional Agreement.