

### **CLASSIFIED EMPLOYEE DISMISSAL**

The board believes classified employees should perform their jobs, respect board policy and obey the law. A classified employee may be dismissed upon two weeks' notice or immediately for cause. Due process procedures will be followed.

It is the responsibility of the superintendent or designee to make a recommendation for dismissal to the board. A classified employee may be dismissed for any reason, including, but not limited to, incompetence, willful neglect of duty, reduction in force, willful violation of board policy or administrative regulations, or a violation of the law.

Legal Reference: Iowa Code §§ 20.7, .24.

Cross Reference: 404 Employee Conduct and Appearance  
413.3 Classified Employee Suspension  
413.5 Classified Employee Reduction in Force

**Adopted:** 3/15/1999  
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