

Regional School Unit 73 Board of Directors	CODE: GDQD Page 1
SUBJECT: Support Staff: Discipline, Administrative Leave, Suspension and Dismissal	
DATE OF ORIGINAL POLICY:	None
DATE OF NEXT REVIEW:	2018
CANCELS POLICY CODE:	None
REVISION DATE:	None
JURISDICTION: RSU 73 Schools	

POLICY: Support Staff: Discipline, Administrative Leave, Suspension and Dismissal

The RSU73 Board of Directors delegates to the Superintendent the authority to dismiss, suspend with pay, or place on administrative leave with pay, support staff as a disciplinary measure. All dismissals of support staff shall be reported to the Board at its next regular meeting.

Support staff employees are “at will” employees who serve at the pleasure of the Board and shall have only those employment rights expressly established by Board policies or specifically stated in the RSU 73 collective bargaining agreements for Educational Technicians and Secretaries. Nothing in this policy shall diminish the RSU’s ability to employ support staff only for such time as the RSU is in need of or desirous of the services of such employees. Support staff are also free to resign from employment at any time and for any reason.

Nothing in this policy shall be construed to imply in any manner the establishment of any property rights, rights to due process of law or expectancy or entitlement not explicitly established by statute, Board of Education governing policies or specifically stated in the RSU 73 collective bargaining agreements for Educational Technicians and Secretaries. Neither shall anything in this policy be construed to establish any condition prerequisite relative to employment, transfer, assignment, dismissal or any other employment decision relating to support staff.

Nothing in this policy or any verbal statements by representatives of the RSU shall constitute an expressed or implied contract of employment. No employee or other representative of the RSU has the authority to enter into a contract with a support staff employee concerning any term or condition of employment, except for the Superintendent.

Mandatory Reporting Requirements

If an employee is dismissed or resigns as a result of an allegation of unlawful behavior involving a child, including unlawful sexual behavior, which is supported by sufficient evidence, the Superintendent is delegated the responsibility for immediately notifying police and providing any information requested by police concerning the circumstances of the dismissal.

The RSU also shall notify the employee that information concerning the dismissal is being forwarded to the police unless such notice would conflict with the confidentiality requirements of the Child Protection Laws.

SUBJECT: Support Personnel: Discipline, Administrative Leave, Suspension and Dismissal

If the RSU learns that a current employee has been convicted of, pled “no contest” (*nolo contendere*) to, or received a deferred sentence or deferred prosecution for any felony or misdemeanor crime involving unlawful sexual behavior or unlawful behavior involving children, the Superintendent shall immediately report this information to police.

Legal Reference: 22 M.R.S.A. § 1071

Adopted: May 22, 2014