

**Policy 407.4: Licensed Employee Suspension**

Status:  
ADOPTED

Original Adopted  
Date: 8/5/2022

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

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

Legal Reference: Northeast Community Education Association v. Northeast Community School District, 402 N.W.2d 765 (Iowa 1987).

McFarland v. Board of Education of Norwalk Community School District, 277 N.W.2d 901 (Iowa 1979).

Iowa Code §§ 20.7, .24; 279.13, .15-.19, .27.

Cross Reference: 404 Employee Conduct and Appearance

407 Licensed Employee Termination of Employment

Approved 8/5/2022 \_\_\_\_\_ Reviewed \_\_\_\_\_