

**-CERTIFIED PERSONNEL -****Suspension****PENDING TERMINATION ACTION**

The Superintendent may suspend a certified employee without pay pending final action to terminate the contract if the character of the charges warrants such action. If a tribunal hearing is requested and the decision of the tribunal is against termination of the contract, the suspended teacher shall be paid full salary for the period of such suspension, except that the Board may appeal the tribunal's decision to the circuit court.

**SANCTIONS**

The Superintendent may suspend a teacher without pay as a disciplinary measure in accordance with [KRS 161.790](#). Board Notification

The Superintendent, at the first meeting following the suspension without pay, shall notify the Board of same. Such notification shall be recorded in the Board minutes. No personnel action shall be effective prior to receipt of written notice of the action by the affected employee from the Superintendent.

**TEMPORARY SUSPENSION WITH PAY PENDING INVESTIGATION**

An employee shall be suspended with pay only when the Superintendent determines there is a justifiable need for an investigation of alleged employee actions necessary to protect the safety of students and staff or to prevent significant disruption of the workplace and/or educational process. The period of suspension with pay shall not exceed the time needed to determine whether the employee is to return to active service or face disciplinary action; however, suspension with pay shall not exceed ten (10) working days. If circumstances arise that require an investigation or other proceedings that may extend beyond ten (10) working days, the Superintendent may lengthen the period of suspension not to exceed an additional fifteen (15) working days.

Employees suspended with pay shall remain available for immediate recall to active service.

**RESTRICTIONS DURING A SUSPENSION**

During a suspension with or without pay, an employee may only come onto School District property with prior permission from their immediate supervisor or from the Superintendent. Upon receiving notice of a suspension, the employee shall provide their building/room key and/or any comparable access device/card to their supervisor. When the Chief Information Officer is informed that an employee has been suspended, the CIO shall take steps to temporarily restrict the employee's access to computer systems and accounts maintained by the School District, including District email and file-sharing accounts.

**REFERENCES:**

[KRS 160.390](#); [KRS 161.790](#)  
[701 KAR 005:090](#)  
[OAG 92-135](#), [OAG 96-3](#)  
938 S.W.2d 880 (Ky. 1996)

**RELATED POLICIES:**

03.1234; 03.172; 03.174

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