

**Disciplinary Action - Employees**

District employees who fail to fulfill their job responsibilities or follow the reasonable directions of their supervisors or who conduct themselves on or off the job in ways that affect their effectiveness on the job or in other such ways that the law determines to be good cause shall be subject to discipline. Behavior, conduct or action which may institute disciplinary action or dismissal may include, but is not limited to, insubordination, fraud, theft, violation of District policies and other reasonable job-related grounds based on a failure to satisfactorily perform job duties, disruption of the District’s operation, or other legitimate business reason.

Discipline shall be reasonably appropriate to the circumstance and shall include, but is not limited to, the supervisor's right to reprimand and to suspend with or without pay or impose other appropriate disciplinary sanctions. In accordance with Montana law, only the board of trustees may terminate or non-renew an employee.

Legal Reference:	§ 20-3-324, MCA	Powers and Duties
	§ 20-4-207, MCA	Dismissal of Teacher Under Contract
	§ 20-3-210, MCA	Controversy Appeals and Hearings
	§ 39-2-903, MCA	Definition of good cause
	<b><u>Johnson v. Columbia Falls Aluminum Company LLC, 2009 MT 108N.</u></b>	

Policy History:  
Adopted on: 2008-09  
Revised on: 01/28/19