



GDQD - CLASSIFIED EMPLOYEE PERFORMANCE TRIAL PERIODS, DISCIPLINE AND DISMISSAL

Classified employees in Poudre School District shall serve performance trial periods, and shall be subject to discipline and dismissal, in accordance with the terms and conditions set forth in this policy. Temporary classified employees and the District are free to terminate their employment relationship for any reason or no reason, with or without cause and with or without advance notice.

PERFORMANCE TRIAL PERIODS

Classified employees (except temporary classified employees) shall serve a

6. Absence from work or tardiness in arriving at work or a job assignment without good cause and reasonable advance notice.
7. Unauthorized or improper use of any type of leave.
8. Falsification of an employment application, records of time worked or any other District records.
9. Causing or attempting to cause disruption to District operations, including the operations of any District school, facility, department or activity.
10. Causing or attempting to cause damage to District property, other public property or private property.
11. Stealing or attempting to steal District property, other public property or private property.
12. Causing, attempting to cause or threatening to cause physical injury to another person, except in self-defense.
13. Assault upon, disorderly conduct toward, harassment of, intimidation of or bullying of any District student, employee or member of the public.
14. Directing profanity, vulgar language or obscene gestures toward any District student, employee or member of the public.
15. Violation of any District policy, regulation, administrative guideline or procedure.
- 16.

Revised by Board: July 1982

Revised by Board to conform with practice: May 22, 1995

Revised by Board: June 9, 1997

Reviewed by Board: August 28, 2000

Revised by Board: May 26, 2015

LEGAL REFS:

C.R.S. 22-32-109.7 & -109.8

C.R.S. 22-32-110(1)(h)

C.R.S. 22-32-126(3)