

**The Theresa Hessling Charter School Project**  
**dba San Diego Cooperative Charter Schools**  
**CERTIFICATED PERSONNEL SUSPENSION/DISCIPLINARY ACTION**

The Board desires that employees understand what is considered unacceptable conduct. Any violation of Board policy or administrative regulations shall be subject to disciplinary action. The Principal may take disciplinary action as he/she deems appropriate in light of the particular facts and circumstances involved. He/she shall ensure that disciplinary actions are taken in a consistent, nondiscriminatory manner and are appropriately documented.

Legal Reference: Education Code

|         |   |
|---------|---|
| 44009   | Conviction of specified crimes  |
| 44010   | Sex offense – definitions   |
| 44011   | Controlled substance offense – definitions  |
| 44932   | Grounds for dismissal of permanent employee   |
| 44933   | Other grounds for dismissal   |
| 44938   | Unprofessional conduct or incompetency; notice of charges                                   |
| 44940   | Sex offenses and narcotic offenses; compulsory leave of absence                             |
| 44940.5 | Compulsory leave of absence; procedures; extension; compensation; bond or security; reports |
| 44942   | Suspension or transfer of certificated employee on grounds of mental illness                |
| 44944   | Conduct of hearing  |
| 44948.3 | Dismissal of employees on probation   |
| 45055   | Drawing of warrants for teachers  |
| 51530   | Advocacy or teaching of communism   |

Government Code

|        |                         |
|--------|-------------------------|
| 3543.2 | Scope of representation |
|--------|-------------------------|

Penal Code

|     |  |
|-----|--|
| 291 | School employees; arrest for sex offense; notice to school authorities |
|-----|--|

Court Decisions

Crowl v. Commission on Professional Competence (1990) 225 Cal. App. 3d 334 (275 Cal.Rptr. 86)