

CLARK COUNTY SCHOOL DISTRICT REGULATION

R-4343

DISCIPLINARY ACTION: SUPPORT STAFF AND SCHOOL POLICE EMPLOYEES - CAUSES

I. Causes for Disciplinary Action

- A. Actions for which employees may be reprimanded, suspended, demoted, or dismissed shall include but not be limited to the following:
1. Incompetence.
 2. Insubordination.
 3. Inadequate work performance.
 4. Discourteous treatment of the public or fellow employees.
 5. Violence or behavior which threatens violence directed at a fellow employee or other person.
 6. Possession of a weapon at the workplace, except as required by an employee's job description. Weapon as provided for in this regulation is defined as in Clark County School District Regulation 5141.1 (I) and (J).
 7. Absence from duty without authorized leave.
 8. Physical or mental incapacity.
 9. Possession, use, or being under the influence of illicit drugs. Use of or being under the influence of medically prescribed drugs which may negatively affect the employee's ability to perform assigned duties. Drinking, consumption, or being under the influence of alcohol during working hours.

For purposes of this provision, the term "illicit drugs" shall not include marijuana (tetrahydrocannabinol metabolite "THC"), if the possession, use, or state of being under the under influence of marijuana is:

- a. Done by a non-safety-sensitive employee;
- b. Done in a manner that is lawful pursuant to Nevada law;
- c. Is not done during working hours; and
- d. Is not done on any District property, at any District-related activity or event, or while performing any District work.

Police officers and safety-sensitive employees are not allowed to possess, use, or be under the influence of marijuana/THC at any time.

10. Dishonesty.
11. Theft.
12. Misuse or destruction of Clark County School District property.
13. Conflict of interest.
14. Conviction of a felony or of a crime involving moral turpitude or immorality.
15. Failure to follow the rules and regulations of the district.
16. Violation of the terms of the appropriate negotiated agreements.

Review Responsibility:	Human Resources Division
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