

SUSPENSION OF EMPLOYEES

The Evangeline Parish School Board may suspend any person in its employment when the Superintendent has reason to believe the interests of the school district so dictate.

TENURED EMPLOYEES

The Superintendent shall have the authority to temporarily suspend tenured employees with pay when the circumstances necessitate immediate action. Upon suspension of a tenured employee, the Superintendent shall recommend appropriate disciplinary action to the Board. Such referral shall be taken as soon as reasonably possible from the date of the Superintendent's suspension of the tenured employee. Such referrals should ordinarily be made within thirty (30) days of the date of suspension, but this period shall not constitute a bar or defense to the Superintendent's recommendation for disciplinary action unless the delay in referral is demonstrated by the employee to be without any good reason and further that the delay has substantially prejudiced the tenure rights of the employee. If sufficient grounds for termination, suspension, or other disciplinary action are subsequently not found, the employee shall be reinstated without loss of any compensation and any back pay shall be restored, if necessary.

NONTENURED AND SUPPORT EMPLOYEES

The Superintendent shall have the authority to suspend personnel other than tenured employees, with or without pay, when circumstances warrant such action. If sufficient grounds for termination, suspension, or other disciplinary action are subsequently not found, the employee shall be reinstated without loss of any compensation and any back pay shall be restored, if necessary.

Ref: La. Rev. Stat. Ann. §§17:81, 17:443; Reed v. Orleans Parish School Board, April 30, 1945, 21 So.2d 895; Frazier v. East Baton Rouge Parish School Board, App. 1 Cir.1961, 128 So.2d 250.