

TEXAS SCHOOL FOR THE DEAF

**AT-WILL EMPLOYMENT:
PROGRESSIVE DISCIPLINE**

DCDB

CAUSE FOR ACTION	Employees may be subject to disciplinary action, up to and including dismissal, for reasons related, but not limited, to unsatisfactory job performance, misconduct, poor attendance, and unsatisfactory professional conduct or growth.
PROGRESSIVE DISCIPLINARY PROCEDURE	<p>The Superintendent shall develop and implement an administrative procedure which includes a range of progressive disciplinary steps to address employee job performance and misconduct. The procedure shall be designed to provide a structured corrective action process to improve and prevent a recurrence of undesirable employee behavior and performance issues.</p> <p>Nothing in the procedure shall prevent the Superintendent from approving disciplinary actions, including proposed dismissal, which have not been preceded by all available steps. The School reserves the right to combine or skip steps depending on the facts of each situation and the nature of the offense. The level of disciplinary intervention may also vary. Factors to be considered in determining the intervention necessary include, but are not limited to, whether the offense is repeated despite coaching, counseling or training, the employee's work record, and the impact of the conduct and performance issues have on the School.</p>
EMPLOYMENT AT-WILL	Nothing in this policy is intended or shall be construed to give any employee a property right in his/her employment. The employment of any employee who is not employed by contract may be terminated at any time, for any reason, except as otherwise provided by law. (See Policy DCD.)

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