

LOS ANGELES UNIFIED SCHOOL DISTRICT  
PERSONNEL COMMISSION

902

LAWS AND RULES

August 20, 2020

902 CAUSES FOR DISCIPLINARY ACTIONS

A. ACTIONS SUBJECT TO DISCIPLINE

In addition to those prescribed in Education Code Section 45123, 45124, and 45303, or other statutes, the following are causes for disciplinary action:

1. Incompetency.
2. Inefficiency.
3. Insubordination or willful disobedience.
4. Inattention to or dereliction of duty.
5. Discourteous, abusive, or threatening treatment of the public, employees, or students, including sexual harassment; any violation of Government Code Section 12940, Paragraph (l); or malicious engagement in reprisals by managers or supervisor against employees, applicants, candidates, or eligibles who file a written complaint pursuant to Government Code Section 53297 regarding gross mismanagement or a significant waste of funds, an abuse of authority, or a substantial and specific danger to public health and safety.
6. Any willful or persistent violation of the provisions of the Education Code or of written rules, regulations or procedures adopted or established by the Board of Education, Personnel Commission, or the administration.
7. Work-related dishonesty, including examination deception or fraud.
8. Appearing for work under the effects of alcohol or drugs or using alcohol or drugs illegally while on duty.
9. Immoral conduct.
10. Engaging in political activities during assigned duty hours.

CHANGE:

To Reinstate text that was inadvertently dropped during a 1987 reissue of the rule.

Remove: (Reissue) March 4, 1987, page 1 of 3. Add: August 20, 2020, page 1 of 3.

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LOS ANGELES UNIFIED SCHOOL DISTRICT  
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LAWS AND RULES

July 24, 1996

11. Conviction by a court of competent jurisdiction of a felony or of a crime involving moral turpitude. A plea, verdict, or finding of guilty, or a conviction following a plea of nolo contendere, is deemed to be a conviction. The record of conviction of the crime shall be conclusive evidence of the fact that the conviction occurred, but only of that fact, and the Commission may inquire into the circumstances surrounding the commission of the crime in order to determine if the conviction is of an offense involving moral turpitude.
12. One or more criminal convictions where the nature of the crime is such that it would indicate that the employee is a poor employment risk for the particular job which he/she holds with the District.
13. Failure to disclose material facts or the making of any false or misleading statement on any application, examination form, or other official document of the District.
14. Frequent unexcused absence or tardiness.
15. Abuse of leave privileges by habitual use of illness leave for trivial indispositions, or by absence so frequent that, over an extended period of time, the efficiency of the service is impaired.
16. Failure to report upon reasonable notice for review of criminal records.
17. Failure to report upon notice for health examination, including an examination for tuberculosis clearance at least once each four year period following initial employment or to abide by the conditions of his/her agreement with the administration regarding participation in an alcohol or substance abuse rehabilitation program.
18. Absence without leave.
19. Failure to progress adequately in a training program that is required for the classification.
20. Active participation by a management or confidential employee in the affairs of an employee organization that is an exclusive representative. "Active participation" shall include holding office in the organization, working for the organization in the capacity of an employee or volunteer, participating in activities designed to increase membership in the organization, and serving on committees established for the purpose of developing, reviewing, or approving the collective bargaining position of the organization or reviewing or approving proposals presented by the Board of Education.
21. Willful or persistent violation of, or failure to enforce, regulations or procedures pertaining to health and safety.

CHANGE:

To clarify cause for disciplinary action regarding employees' need for tuberculosis test.

Remove: (Reissue) May 10, 1989, page 2 of 3. Add: July 24, 1996, page 2 of 3.

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January 1, 2000

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22. Unauthorized use of District or student body property.

23. Any other failure of good conduct tending to injure the public service.

B. DISCRIMINATION PROHIBITED

No employee in the classified service shall be suspended, demoted, dismissed or in any discriminated against because of prohibited bases of discrimination (see Rule 500, Definitions), except as provided in Paragraph A.10. above.

CHANGE:

To reflect changes in the law.

Remove: October 27, 1999, page 3 of 3 Add: January 1, 2000..

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