

Adopted: 05/28/91

PERSONNEL

SUSPENSION OF EMPLOYEE CHARGED WITH A CRIMINAL VIOLATION

I. GENERAL STATEMENT OF POLICY

Employees of Special School District No. 1 may be suspended with or without pay from the date when charged with a criminal violation or from the time the District or the police initiate an investigation of alleged misconduct. The determination as to whether the suspension will be with or without pay shall be made on a case by case basis. Such a determination will consider, but not be limited to, factors including the seriousness of the charge and whether the matter is job related or non-job related. Nothing in this policy precludes the Board of Education authority to suspend, with or without pay, based on conduct unbecoming an employee. An employee suspended without pay pursuant to this policy who is subsequently acquitted, shall be made whole for the wages lost by reason of the suspension, unless the employee has also been suspended for conduct unbecoming an employee. Such backpay will include lost wages minus other employment income earned during the suspension.

This statement of policy is subject to and limited by the application of pertinent Statutes and Regulations (e.g., the additional rights of military veterans provided by Minnesota Statutes [§ 197.46](#)).