



**DATE:** October 16, 2024  
**TO:** Board of Education  
**FROM:** Mrs. Kerstin Kramer, Superintendent Chief Learning Officer  
**SUBJECT:** Approve the Proposed Revisions to Board Policy 4118 -  
Dismissal/Suspension/Disciplinary Action  
**PRESENTED BY:** Mike Shepherd, Executive Director of Human Resources

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**ACTION REQUESTED**

Approve the proposed revisions to Board Policy 4118 - Dismissal/Suspension/Disciplinary Action.

**BACKGROUND INFORMATION**

Policy updated to generalize the material related to the basis for disciplinary action, and reflect NEW COURT DECISION (Visalia Unified School District v. PERB) which held that service as a union officer constitutes protected activity under the Educational Employment Relations Act for purposes of complaints of retaliation for union activities, and that retaliation solely for engaging in protected activities is prohibited. Additionally, policy updated to amend the list of what may be considered disciplinary actions to more closely align with law, and to add new section "Compulsory Leave of Absence" for consistency with law and the accompanying administrative regulation.

**RESOURCES REQUIRED:** N/A

**PREPARED BY:** Tichelle Criswell, Confidential Administrative Assistant, for Mike Shepherd, Executive Director of Human Resources

Attachments: Compared Board Policy