

SECTION III: PERSONNEL

G. FELONY CHARGE

If an employee of the TPSB shall be indicted or charged by the District Attorney by Bill of Information with any felony, that employee shall be immediately suspended with pay. The employee will immediately be notified in writing of the suspension with pay and shall be notified of a Hearing to be held not less than fifteen (15) nor more than thirty (30) days following the date of notification for the purpose of determining what further action, if any, should be taken with regard to the employee so charged.

At the Hearing referred to above, the School Board shall consider any evidence which it has been able to discover concerning the nature of the charges and may, dependant upon its findings at said Hearing, reinstate the employee to normal duties, continue the suspension with pay pending resolution of the charges, suspend the employee without pay pending resolution of the charges, or take other such action as deemed appropriate by the School Board to the situation up to and including discharge of the employee, unless the employee is a tenured employee. If the School Board takes action to suspend a tenured employee without pay, the Board shall then schedule a full termination hearing within the appropriate days as set forth in the Termination Policy of the Board and/or the Tenure Laws of the State of Louisiana. In the event that an employee is suspended without pay pending resolution of the charges, then, upon resolution of the charges by conviction of a felony, a plea of guilty to a felony, or a plea of no contest to a felony, said employee shall be discharged. If the Tangipahoa Parish charges are resolved by a finding of not guilty or by dismissal of the charges, then the employee shall be reinstated to full duty with back pay to the date of suspension without pay unless the Board has at that time completed termination proceedings independent of the criminal proceeding in which case the resolution of the criminal proceeding shall have no effect upon the employee's status.

In the event of an emergency situation in which the safety and welfare of other employees of the TPSB, students of the TPSB, or property of the TPSB is threatened, the Superintendent or his designee shall have the authority to immediately suspend with pay and schedule a Hearing of the type described for any employee of the Tangipahoa Parish School Board who has committed, or is accused of committing, or is about to commit any act of physical harm to any person or property, even though said person may not yet have been charged by indictment or by Bill of Information.

ⁱ Revised Date July 1, 2008.