



## **4163.2: REMEDIAL ACTION NON-CERTIFICATED STAFF**

**The superintendent or designee may take remedial action with regard to an employee's performance or conduct which is deemed reasonably necessary. Remedial actions may include, but are not limited to, non-disciplinary actions such as verbal discussions, written summaries of verbal discussions, written clarifications or expectations, and additional training.**

**Remedial actions may also include disciplinary actions authorized by Nebraska law including oral and written reprimands, suspension without pay and termination of employment.**

**Remedial actions may or may not be applied progressively depending upon the nature of the employee's performance or conduct. Prior to taking any disciplinary action, the non-certificated employee shall be advised of the alleged reasons for the proposed action and provided the opportunity to present the non-certificated employee's version of the facts. Any disciplinary action may be grieved by the employee under the applicable grievance procedure.**

**Nothing in this rule shall prevent an employee's suspension with pay.**

### **Date of Adoption**

**August 3, 1992**

### **Date of Revision**

**January 22, 2001**

**December 3, 2007**

**October 20, 2014**

### **Reaffirmed**

**December 2, 2019**

## Related Policies and Rules

### [4163: Remedial Action](#)