

STAFF JOB ACTIONS

By state law, it is illegal for any employee of the district to engage in a strike, withhold services, be absent without leave or authorization, or decline to perform all of their duties and responsibilities.

So that the educational programs of the district will function without interruption, the Board will ensure that employee contracts that are in force with the district are fulfilled. If necessary, legal recourse will be taken by the Board to fulfill its obligations and responsibilities to the citizens of the district.

Any employee who conducts themselves in a manner that is disruptive to the educational programs of the district and/or violates the provisions of their contract with the district subjects themselves willfully to the legal recourses available to the Board.

It is the responsibility of every administrator to ensure that the obligations and responsibilities of the Board are fulfilled as the Board directs.

Legal References:

SDCL 3-18-10	<u>Strikes prohibited</u>
SDCL 3-18-11	<u>Consent to strikes by supervisors prohibited</u>
SDCL 3-18-14	<u>Injunctive relief in case of strike</u>
SDCL 3-18-15	<u>Right of employee to expression of grievance</u>
SDCL 3-18-15.1	<u>Grievance procedures to be established</u>
SDCL 3-18-15.2	<u>Appeal to department</u>
SDCL 3-18-15.3	<u>Grievance procedure adopted in absence of action</u>
SDCL 3-18-15.4	<u>Change in policies not prohibited</u>
SDCL 3-18-16	<u>Proceedings to establish nonparticipation in strike</u>
SDCL 3-18-17	<u>Review by trial de novo of decision establishing violation</u>
SDCL 3-18-9	<u>Strike Defined</u>

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