

# Shelby County Board of Education

4012

Issued Date: 08/26/10  
Revised Date: 06/30/15

## DISRUPTION OF THE SCHOOL OR WORK ENVIRONMENT

### I. PURPOSE

To outline guidelines regarding disruption of the school or work environment.

### II. SCOPE

This policy applies to all Shelby County Schools employees.

### III. POLICY STATEMENT

If it is determined by the Superintendent or designee that the continued presence of any employee has caused disruption in the school or work environment, the Superintendent or, where applicable, designee may take appropriate action up to and including transfer, suspension, or termination as provided by law, Board policy<sup>1</sup> and/or memorandum of understanding in order to eliminate or avoid the disruptive or potentially disruptive situation.

### IV. RESPONSIBILITY

A. The Superintendent is responsible for ensuring that this policy is followed.

---

Legal References:

1. TCA 49-5-510

---

Cross References:

1. 4052 Suspension/Demotion and  
Dismissal of Non-Certified Employees