

CURRITUCK COUNTY SCHOOLS

CONSIDERATIONS FOR SELECTIONS

1. The nature and seriousness of the offense, and its relation to the employee's duties, position, and responsibilities, including whether the offense was intentional or technical or inadvertent, or was committed maliciously or for gain, or was frequently repeated.
2. The employee's job level and type of employment, including supervisory or fiduciary role, contact with the public, and prominence of the position.
3. The employee's past disciplinary record.
4. The employee's past work record, including length of service, performance on the job, ability to get along with fellow workers, and dependability.
5. The effect of the offense upon the employee's ability to perform at a satisfactory level and its effect upon the supervisor's confidence in the employee's ability to perform assigned duties.
6. The consistency of the penalty with those imposed upon other employees for the same offense in like or similar circumstances.
7. The consistency of the penalty with the school system's guidance on disciplinary actions.
8. The notoriety of the offense or its impact upon the reputation of the schools or school system.
9. The clarity with which the employee was on notice of any rules that were violated in committing the offense, or had been warned about the conduct in question.
10. The potential of the employee's rehabilitation.
11. The mitigating circumstances surrounding the offense.
12. The adequacy and effectiveness of alternative sanctions to deter such conduct in the future by the employee or others.