

Policy Name: Classified Personnel Debts**Policy Code: 8.18****Date Adopted: R/A 5/21/12**

All employees are expected to meet their financial obligations. If an employee writes "hot" checks or has his/her income garnished, dismissal may result. An employee will not be dismissed for having been the subject of one (1) garnishment. However, a second or third garnishment may result in dismissal.

At the discretion of the Superintendent, a second garnishment may be used as a basis for a recommended dismissal. The Superintendent may take into consideration other factors in deciding whether to recommend dismissal based on a second garnishment. The factors may include, but are not limited to, the amount of the debt, the time between the first and second garnishment, and other financial problems which come to the attention of the district.

At the discretion of the Superintendent, he or his designee may meet with an employee who has received a second garnishment for the purpose of warning the employee that a third garnishment will result in a recommendation of dismissal to the School Board.

Legal References: Pub.L. 90-321, Title III, 304, May 29, 1968, 82 Stat. 163, 1674 (2, 3, 4), 1675