



9.2. Definition of Improper District Action. Any action by a District employee:

- 9.2.1.** That is undertaken in the performance of the employee's official duties, whether or not the action is within the scope of the employee's employment; and
- 9.2.2.** That (1) is in violation of any federal state, or local law or rule, (2) is an abuse of authority, (3) is of substantial and specific danger to the public health or safety or (4) is a gross waste of public funds.
- 9.2.3.** Improper District action does not include personnel actions, including employee grievances, complaints, appointments, promotions, transfers, assignments, reassignments, reinstatements, restorations, re-employments, performance evaluations, reductions in pay, dismissals, suspensions, demotions, or reprimands.