

Section 400 – Personnel

Certificated Employee Termination of Employment

Certificated Employee Suspension or Termination

File: 408.04

The superintendent of schools, or a designee, may take action concerning a certificated employee's performance or conduct which is deemed reasonably necessary to assist the employee and further school purposes, including: (1) counseling, (2) oral reprimand, (3) written reprimand, and (4) suspension with pay, not to exceed thirty (30) working days. The employee may contest such disciplinary action via the grievance procedure and may, upon request, in the instance of suspension without pay, be granted a formal due process hearing before the board of education.

Upon the superintendent of school's recommendation, the board of education may elect to amend or not renew the contract of a probationary certificated employee for any reason deemed sufficient, if such action is constitutionally permissible and in accord with state statute. An employee subject to such recommendation shall, upon request, be granted an informal hearing before the board of education or a committee of not less than three board members.

Upon the superintendent of school's recommendation, the board of education may elect to amend or terminate the contract of permanent certificated employee for any reason so set forth by statutes. An employee subject to such recommendation shall, upon request, be granted a formal due process hearing before the board of education.

In the event of a suspension or termination, all state statutes and appropriate due process shall be followed.

Cross Reference: 405 Employee Conduct and Appearance