

**DISMISSAL, SUSPENSION AND TEMPORARY DISENGAGEMENT
(Of Professional Staff)**

Employment and dismissal of professional staff members is the responsibility of the Board and dismissal will conform to the conditions and procedures specified in state law.

Dismissal

A contract of a teacher may be terminated at any time for one of the following reasons:

1. Plain violation of contract
2. Gross immorality
3. Incompetency
4. Flagrant neglect of duty

Before terminating any contract, the Board will furnish the teacher a written notice of its intention to consider termination of the teacher's contract, specification of the grounds for such consideration, and information concerning the teacher's right to request a hearing. Both the Board and the teacher may have counsel present.

After the hearing, the Board will make its determination by majority vote. Any order of termination of contract will state the grounds for termination.

Suspension

The Board may suspend a teacher, without loss of salary, pending final action to terminate the teacher's contract if, in its judgment, the character of the charges warrants such action.

Temporary Disengagement

The superintendent may temporarily remove a teacher from his/her responsibilities. This action will only be taken so as to maintain a proper environment for learning and in no way imputes contributory involvement by the teacher. The temporary disengagement will not extend over a period of two working days. The teachers' salary will continue while temporarily removed from work responsibilities. A removal from responsibilities for a period longer than two working days will require a suspension by board action.

Expediency and Evaluation File

The Board, the employee and their representatives will make a good faith effort to conclude the hearing and dismissal process in a speedy fashion. If an employee is exonerated of all charges, there will be no reference made to the event in the employee evaluation file.