

SUSPENSION AND DISMISSAL OF PROFESSIONAL STAFF MEMBERS

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

A contract may be terminated at any time, or non-renewed in the case of continuing contract status, for just cause including:

1. plain violation of contract;
2. gross immorality;
3. incompetency or neglect of duty;
4. poor performance;
5. unprofessional conduct;
6. insubordination;
7. violation of any policy or regulation of the school district;
8. neglect.

The Superintendent/CEO will give notice of the intent to recommend termination. The notice must specify the grounds for the recommendation, and inform the right to request a hearing.

After the hearing, or if a hearing is not requested, the Board will make its determination by majority vote in open session. Any order of termination of contract will state the grounds for termination.

SUSPENSION

The Board or the Superintendent/CEO may suspend pending final action to terminate the contract if, in its judgment, the character of the charges warrants such action.

Legal References:

SDCL 13-10-15	<u>Suspension or resignation for criminal conviction</u>
SDCL 13-43-6.1	<u>Just cause for termination or nonrenewal</u>
SDCL 13-43-6.2	<u>Written notice of intention to recommend nonrenewal</u>
SDCL 13-43-6.3	<u>Nonrenewal of teacher's contract</u>
SDCL 13-43-6.4	<u>Nonrenewal due to staff reduction</u>
SDCL 13-43-6.5	<u>Termination not caused by amount of compensation</u>
SDCL 13-43-6.6	<u>Right to termination on statutory grounds</u>
SDCL 13-43-6.7	<u>Written notice of recommendation for termination</u>
SDCL 13-43-6.8	<u>Evidence of delivery of notification</u>
SDCL 13-43-6.9	<u>Evidence of delivery of written request for a hearing</u>

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