

**PERSONNEL SERVICES**

**Policy 4730  
(Regulation 4730)  
(Form 4700)  
(Form 4730)**

**Separation**

**Termination of Contract: Probationary Teacher**

Pursuant to section 168.126.2, RSMo. (Supp. 1992), the Board of Education may choose to non-renew a probationary teacher's contract for the coming school year or may choose to terminate a probationary teacher's employment during the term of a contract in accordance with procedures outlined in Regulation 4730.

The Board of Education may terminate a probationary teacher's contract during the term of a contract for statutory causes as follows:

1. Physical or mental condition that renders the teacher unfit to instruct or associate with children.
2. Immoral conduct.
3. Willful or persistent violation of, or failure to obey, the school laws of the state or the published regulations of the School District.
4. Excessive or unreasonable absence from the performance of duties.
5. Conviction of a felony or a crime involving moral turpitude.
6. Incompetence, inefficiency, or insubordination.

Prior to mid-contract termination of a probationary teacher for causes 1-6, the teacher will be provided with written charges and will be provided with an opportunity for a due process hearing before the Board of Education as set forth in Regulation 4730. Prior to mid-year termination of cause 6, the teacher will also be provided with a notice of deficiencies and probationary period as set forth in Regulation 4730.

Adopted by the Pettis County R-V Board of Education on November 15, 2001  
Ron Higgins, Board President      Bonnie Killion, Board Secretary  
Reviewed on: January 22, 2004; January 19, 2006; January 17, 2008

