

Discipline, Suspension and Dismissal of Professional Staff
(And Contract Nonrenewal)

The Board of Education will follow procedures established by law for the suspension and dismissal of teachers.

Full-time probationary teachers, currently employed by the Board, will be reemployed for the succeeding academic year at the appropriate salary unless the Board does not renew the contract of such teacher pursuant to law.

This provision also applies to teachers employed on a part-time continuous basis by the district and by the Northeast Colorado Board of Cooperative Educational Services.

The superintendent is authorized to suspend with pay or place on administrative leave a professional staff member as a disciplinary measure and/or pending an internal investigation when a professional staff member is accused of serious misconduct. The superintendent will report all such suspensions to the Board at its next meeting and will make a recommendation if further disciplinary action is warranted.

A teacher will not be subject to any disciplinary proceeding including dismissal for actions which were in good faith and in compliance with the district's discipline code, nor will a contract nonrenewal be based on such lawful actions.

The district will not obtain consumer credit reports on a current employee unless the district is evaluating the employee for promotion, reassignment, or retention. In all cases where credit information or reports are obtained and/or relied upon for purposes of reassigning, terminating, or denying the promotion of an employee, the district must comply with the Fair Credit Reporting Act and applicable state law.

The district will comply with the mandatory reporting requirements concerning allegations of unlawful behavior involving a child and other offenses, in accordance with state law and the regulation accompanying this policy.

Adopted: June 14, 2005
Revised: October 8, 2013
Revised: January 14, 2014
Revised: January 11, 2022

LEGAL REFS.: 15 U.S.C. 1681 *et seq.* (*Fair Credit Reporting Act*)
20 U.S.C. 7926 (*ESSA prohibition against employment assistance for school employees who have engaged in sexual misconduct with a student or minor*)
C.R.S. 8-2-126 (*limits employers' use of consumer credit information*)
C.R.S. 19-3-301 *et seq.* (*Child Protection Act of 1987*)
C.R.S. 22-2-119 (*duty to make inquiries prior to hiring*)
C.R.S. 22-32-109.1 (9) (*immunity provisions in safe schools law*)
C.R.S. 22-32-109.7 (*specific duties regarding hiring inquiries and reporting*)
C.R.S. 22-63-202 (3) (*temporary suspension during contract period*)
C.R.S. 22-63-202 (4) (*disclosure of reasons why left employment*)
C.R.S. 22-63-203 (*renewal and non-renewal of probationary teacher contracts*)
C.R.S. 22-63-301 *et seq.* (*dismissal of licensed staff*)
1 CCR 301-37, Rule 2260.5-R-10.05

Akron School District R-1, Akron, Colorado