

SUPERINTENDENT TERMINATION OF EMPLOYMENT

Throughout the life of his contract the Superintendent shall be subject to dismissal for good and just causes as provided by law (immorality, incompetence, insubordination, intemperance, or willful neglect of duty). The Superintendent shall have the right to procedural due process prior to termination including a written statement of charge, at least ten days written notice prior to a scheduled hearing before the Board. If the Superintendent chooses to be represented by legal counsel at the hearing, said legal expense shall be borne by the Superintendent.

If the Superintendent, due to illness or accident, should become incapacitated to an extent that could lead to a prolonged absence, the Board upon unanimous vote, shall have the authority to enter an order declaring such incapacity and shall appoint an interim Superintendent until such time as a majority of the Board shall determine that the incapacity no longer exists. An interim Superintendent shall not serve in that capacity for more than 120 days or the expiration of the Superintendent's term, whichever is less without being reappointed by the Board.

Source:	Board of Education Minutes
Date:	8/5/81
Legal Reference:	School Laws of West Virginia: 18-4-3 and 18-4-2