

**DISMISSAL– LICENSED PROFESSIONAL EMPLOYEE**

The Board may dismiss a licensed professional employee (“teacher”) for incompetence, cruelty, negligence, insubordination, immorality or other sufficient cause under the Illinois School Code Sections 24-12, failure to complete a ninety (90) day remediation plan with a “satisfactory” or better rating, or whenever in its opinion the interests of the school require such removal in accordance with the School Code of Illinois. A teacher may be dismissed for one or more of these reasons or causes only upon a majority vote of the Board of Education following charges made and a hearing held, if a hearing is requested by the teacher, in accordance with the law.

Notwithstanding the entry upon contractual continued service (“tenure”), any teacher may be removed for the reasons or causes stated in the preceding paragraph. A teacher who has not entered upon contractual continued service may be subject to honorable dismissal consistent with Section 24-11 of the School Code.

**LICENSED PROFESSIONAL EMPLOYEE REDUCTION IN FORCE**

Any dismissal due to a reduction in force of either tenured or non-tenured teachers shall be conducted in accordance with the School Code of Illinois.

**DISMISSAL – EDUCATIONAL SUPPORT PERSONNEL**

Employment with the District is at-will. As such, an employee may be dismissed by the Board for any or no reason, provided such reason is not prohibited by law.

Employees who have been hired by the District and who annually have an expectation of continued employment or otherwise are subject to an employment agreement, may be dismissed by the District following notice and a hearing before the Board, or after compliance with any relevant applicable employment contract terms.

**EDUCATIONAL SUPPORT PERSONNEL REDUCTION IN FORCE**

Any dismissal due to a reduction in force of educational support personnel will be conducted in accordance with the School Code of Illinois.

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BOARD OF EDUCATION, School Dist. 101, Western Springs, IL

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BOARD OF EDUCATION, School Dist. 101, Western Springs, IL