

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 of a teacher may be terminated at any time 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;

The Superintendent will give notice to the teacher of the intent to recommend termination. The notice must specify the grounds for the recommendation, and inform the teacher of the right to request a hearing. The Board, the teacher, and the administration may have counsel present. It is recommended that a court reporter be used.

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 may suspend a teacher with pay pending final action to terminate the contract if, in its judgment, the character of the charges warrants such action.

Legal Reference: SDCL 13-43-6.1 through 13-43-6.9

Adopted: 7-13-09

Revised: