

## SUSPENSION AND DISMISSAL OF CERTIFICATED STAFF MEMBERS

### Suspension

The Board may suspend a teacher pending final action to terminate his/her contract if, in its judgment, the character of the charges warrants such action.

### Dismissal

The contract of a teacher may be terminated for gross inefficiency or immorality; for willful and persistent violations of reasonable regulations of the Board or for other good and just cause. Before terminating any contract, the Board will furnish the teacher a written notice signed by the Treasurer of its intention to consider termination of his/her contract and specification of the grounds for such consideration. The Board will inform the teacher of his/her right to request a hearing by the Board or by an independent referee. At such a hearing, both parties may be represented by counsel and present and cross-examine witnesses. A stenographic record of the proceedings will be made. After the hearing, the Board will make its determination by majority vote. Any order of termination of a contract will state the grounds for termination.

[Adoption date: September 25, 1995]

LEGAL REFS.: ORC 124.36  
3319.02; 3319.11; 3319.16; 3319.161; 3319.17

CROSS REF.: GCP, Certificated Staff Termination of Employment

CONTRACT REF.: Teachers' Negotiated Agreement