

SUSPENSION AND DISMISSAL OF CERTIFICATED STAFF MEMBERS

The Board has the authority to terminate any teacher's continuing contract for the following reasons:

1. gross inefficiency;
2. immorality;
3. willful and persistent violation of reasonable regulations of the Board or
4. other good and just cause

Procedures

1. Before terminating a teacher's continuing contract, the Board will notify the teacher in writing of the Board's intention to terminate the contract. A teacher so notified may request in writing within 10 days after the receipt of such notice an opportunity to appear before the Board and offer reasons against such termination. Such a hearing will be granted by the Board, in accordance with provisions of the law. If no request is received, the Board will proceed to terminate the contract.
2. If a hearing is held, the Board will make its decision, following the hearing, whether to proceed or not to proceed to terminate the contract and so notify the teacher of its decision.
3. The Board will suspend a teacher pending final action to terminate his/her contract if the Board believes that such an action is warranted by the nature of the charges.
4. Upon such contract termination, a teacher has the right of appeal to a court of common pleas.

Due to the nature of employment in a school system, there are certain types of conduct which will result in dismissal by the Board. These are as follows:

1. bringing a person into school for any immoral purpose;
2. evidence of perversion;
3. having in possession or using intoxicants and/or nonprescription drugs or being under the influence of same on Board property;
4. any improper relationship with a school student or teacher and
5. other good or just cause.

(Approval date: September 25, 1995)

Fairfield City School District, Fairfield, Ohio