

<b>Policy Subject</b>  EMPLOYMENT TERMINATION FOR CERTIFICATED EMPLOYEES	<b>Location Code</b>  403.3	<b>Adoption Date</b>  5/12/86
	<b>Rescinds/Amends</b>	<b>Adopted</b>

A certificated employee's contract may be cancelled, amended, nonrenewed, or terminated by a majority of the members of the school board at any time of a school year but no later than on May 15. Prior to board action on the contract certificated employees shall be notified in writing that such consideration is being made and shall have an opportunity for a hearing before the board of education as prescribed by state law. Notification may be made any time during the school year but no later than on April 15 or other dates set by individual contract provisions. Within seven (7) calendar days after receipt of written notice an employee must request a hearing.

Reasons for employee termination or contract amendment are: (a) loss of teaching certificate, (b) breach of contract, (c) any reasons set forth in the employment contract, (d) incompetency, (e) neglect of duty, (f) unprofessional conduct, (g) insubordination, (h) immorality, (i) physical or mental incapacity, (j) failure to give evidence of professional growth, (k) reduction in force, (l) failure to sign an official contract within the time designated on the request, (m) any reason sufficient for non-renewal and not constitutionally impermissible (probationary teachers only), and (n) other conduct which interferes substantially with the continual performance of duties.

Legal Ref; 79-12,107 – 79-12,121