

TEACHER TERMINATION PROCEDURES

In accordance with the policy of the board of education, the following procedures shall be followed in terminating the employment of career and probationary teachers.

PRETERMINATION

Prior to the termination of employment of a teacher, the board of education shall conduct a pretenmination hearing.

At the pretenmination hearing, the board will hear the recommendation of the superintendent as to why the teacher should be dismissed or the teacher's contract nonrenewed. The teacher shall be notified of the proposed pretenmination hearing and will be given an opportunity to be present. During the pretenmination hearing, the teacher shall be advised of the basis of the dismissal or nonrenewal recommendation, and the teacher shall be given the opportunity to present evidence, in person or in writing, as to why the teacher should not be dismissed, or why the teacher should be renewed.

TERMINATION

Following the majority vote of the board of education at a pretenmination hearing to dismiss or nonrenew a teacher, the teacher shall be mailed a notice by certified mail, restricted delivery, with return receipt requested. The notice shall be signed by at least one member of the board of education and shall advise the teacher of the board's vote to dismiss or nonrenew the teacher, and shall advise the teacher of the teacher's right to a due process hearing before the board of education and. If the teacher does not indicate a desire for a hearing within ten days, the right to the hearing shall be deemed waived

POSTTERMINATION

Tenured Teacher. Upon receipt of a desire for a hearing from a career teacher, the board clerk shall forward the request to the State Superintendent of Public Instruction, if required by law.

Probationary Teacher. Upon receipt of a desire for a hearing from a probationary teacher, the superintendent shall cause the hearing to be set on the agenda for the next board meeting but not earlier than ten days from the receipt of the desire for a hearing.