

**DISMISSAL/ SUSPENSION**

The Board of Education will enter a contract with each non-tenured teaching staff member providing, in part, for the termination of employment by either party on proper notice in accordance with Board Policy No. 4111.

The Board may dismiss a non-tenured teaching staff member when dismissal is in the best interest of the school district. Termination notice will be duly given in writing and will state the reason therefore.

However, the Board reserves the right to terminate a non-tenured employee without notice when sufficient cause warrants.

The Board will determine whether to permit an employee to continue to perform services during the period between the giving of notice and the date of termination.

The Board will determine, based on the recommendation of the chief school administrator, the suspension of an employee for detrimental conduct, see Board Policy No. 4119.22. This suspension may be affected without pay for the period of the suspension.

**Date:**

**First Adoption: April 24, 1996**

**Revision and Adoption: August 16, 2007**

**Review Date: December 29, 2010 – No Changes**

**Legal References:**

N.J.S.A. 18A:6-7.1(a-g)	Criminal History record checks
N.J.S.A. 18A:6-8.3	Pay during periods of suspension
N.J.S.A. 18A:6-11	Written charges
N.J.S.A. 18A:6-30	Teacher wrongfully dismissed
N.J.S.A. 18A:27-9	Teaching after notice of termination of contract
N.J.S.A. 18A:25-6	Suspension of ...and teaching staff members

**Possible**

**Cross References:**

4112.4	Employee health
4119.22	Conduct/ Dress
4119.21	Conflict of interest
4119.23	Employee substance abuse
4119.24	Staff/pupil relations
4138	Non-school employment
4138.2	Private tutoring
6144	Controversial issues

**Key Words:** Conduct, Suspension