

SPRINGFIELD PUBLIC SCHOOLS
Springfield New Jersey 07081

POLICY: INTERRUPTION IN OR TERMINATION OF EMPLOYMENT

If the Board of Education upon recommendation of the Superintendent institutes dismissal/suspension proceedings against a member of the certificated staff, it should be only after all reasonably possible corrective measures have been attempted and have failed.

Dismissal/suspension procedures shall protect the “due process” rights of the staff member as well as those of the school district, according to the intent and letter of the statutes and any applicable court decisions.

A. Suspension

An employee may be suspended by the Chief School Administrator for incompetence, irresponsibility, non-performance of legitimate assignments, insubordination or for other conduct considered by the Chief School Administrator to be detrimental to the school system.

Written notification of the suspension, with reasons indicated, shall be given to the employee and the President of the Board of Education. Disposition of the suspension shall be determined by the Board of Education at the next regularly scheduled meeting.

B. Termination of Employment

1. The Board of Education, upon the recommendation of the Chief School Administrator may terminate employment of any employee, without tenure status, within the terms of the contract of employment.
2. In terminating employment of employees with tenure status, procedures outlined by state law shall be followed by the administration and the Board of Education.

Legal References:

Cross References:

4115 Supervision
4116 Evaluation

Approved: August 28, 1989
Revised: June 30, 1997
Revised: November 19, 2007