

## **POLICY GCPD – Suspension & Dismissal of Professional Staff Members**

**The Board believes that the public's trust accorded education in general, and the jurisdiction's educational services in particular, are preserved, if not enhanced, by the conduct and performance of its professional staff. The Board, in meeting its responsibility, may need to suspend or dismiss professional staff.**

**The Board expects professional staff to:**

- 1. provide satisfactory service;**
- 2. seek to improve their level of performance; and**
- 3. conduct themselves in a manner which will encourage greater public respect for education and for the teaching profession.**

**The Board authorizes the Superintendent to suspend a teacher, whose presence in his/her opinion, jeopardizes the welfare or safety of students.**

### **PURPOSE**

To establish the guidelines for the process for the suspension or termination of certificated staff.

### **GUIDELINES & PROCEDURES**

#### **Dismissal of Professional Staff:**

1. Where in the opinion of the Superintendent there is reasonable ground(s) to believe that the presence of a teacher or a teacher designated to an administrative position is:
  - a) detrimental to the health and/or safety of students and/or employees; or
  - b) detrimental to the educational welfare of the students; or
  - c) detrimental to the safe and efficient operation of the property and/or equipment;  
or
  - d) that the teacher has been guilty of gross misconduct, neglect of duty or refusal or neglect to obey a lawful order of the Board; or
  - e) where the Superintendent has determined that the performance of a teacher is unsatisfactory;

the Superintendent may recommend to the Board the termination of the contract of employment or designation.

2. Where the Superintendent intends to recommend termination, the Superintendent shall advise the teacher in writing of:
  - a) the reasons;
  - b) the date, time and site at which the recommendation will be presented to the Board; and

- c) the teacher's right to be present and to make representation, either personally and/or through counsel, prior to the Board's determination of the recommendation.
3. Upon receiving the Superintendent's recommendations to terminate the contract of employment or designation, the Board shall convene a meeting to:
  - a) receive the evidence leading to the recommendation for the termination;
  - b) provide the teacher with the opportunity to make representation, either personally or through counsel; and having considered the information placed before it, shall render a decision.

**Suspension:**

4. The Board authorizes the Superintendent to suspend a teacher from the performance of the teacher's duties without prior notice if the Superintendent is of the opinion that the welfare of the students is threatened by the presence of the teacher. (*Section 213*)
5. The Board may suspend from his/her duties any teacher who has been served with a notice of termination of contract or of a designation (*Section 215*).
6. The Board may suspend a teacher from the performance of his/her duties where the Superintendent has reasonable grounds for believing that the teacher has been guilty of gross misconduct, neglect of duty or refusal or neglect to obey a lawful order of the Board (*Section 105*).

**REFERENCES**

**Cross References:**

Policy GCAD - School Administrator

**Legal Reference:** [Education Act](#) section 52, 213, and 215

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