

## **Suspension and Dismissal of Classified Staff**

### **Employees Not Under Contract**

The superintendent may terminate or suspend with pay, support staff members who are not under contract. The superintendent shall report any such termination or suspension to the Board of Education. The superintendent's decision will stand approved unless reversed by the Board.

Although support staff employees not employed under contract have no contractual right to continued employment from one academic term or year to the next, such employees may reasonably expect continued employment until notified otherwise.

### **Employees Under Contract**

#### Notice of Termination

If an employee's contract allows for termination at the end of a notice period and such notice is given, then the employee's contract rights shall expire in accordance with the contract, and no appeal may be taken based upon the contract rights under this policy following the giving of such notice. Notice of termination from the superintendent shall be deemed to be notice from the Board of Education.

#### Suspension With Pay

Support staff members, who are under contract may be suspended by the superintendent with pay after being notified of the basis for the suspension and given an opportunity to discuss or rebut the charges. Suspensions with pay will stand approved unless reversed by the Board.

#### Suspension Without Pay or Termination

Support staff members employed under contract may be terminated or suspended without pay during the term of such contract for good cause. Prior to the suspension or termination, the employee shall be notified in writing of the charges and the action to be taken, and shall be given an opportunity to discuss or rebut the charges.