

DISMISSAL / SUSPENSION – NON-CERTIFIED PERSONNEL

Staff must consider education their primary job, to which their allegiance and energy are due. Regardless of social or business commitments, education should come first.

Dismissal/suspension/disciplinary action procedures shall protect the “due rights of the staff member as well as those of the School District, according to the intent and letter of the statutes, codes and any applicable court decisions.

Disciplinary measures may include reduction in rank, reduction in compensation, suspension, dismissal, or other measures specified in state laws or regulations or in the policies of this district.

Suspension (including restoration or removal)

The Superintendent may suspend staff with the Board President's approval. The Superintendent shall report this action to the Board forthwith. The Board shall then act to restore or remove the person according to law.

<u>Legal References:</u>	<u>N.J.S.A.</u> 2c:51-2	Forfeiture of public office
	<u>N.J.S.A.</u> 6-10 through 25	Tenure Charges
	<u>N.J.S.A.</u> 18A:17-23	suspension of assistant superintendent
	<u>N.J.S.A.</u> 18A: 25-6	Suspension of assistant superintendents, principals and teaching staff members

<u>Cross References:</u>	*4216	Evaluation
	*4219.22	Dress
	*4119.23	Employee substance abuse
	*4219.26	Conduct

*Indicates policy is included in the Critical Policy Reference Manual.

Key Words

Suspension, Removal, Dismissal

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Revised: