

## **SUSPENSION AND DISMISSAL OF PROFESSIONAL STAFF MEMBERS**

### **Background**

The Superintendent believes that the public's trust accorded education in general and the Division's educational services in particular, is preserved, if not enhanced, by the conduct and performance of its professional staff.

Within Board policies and administrative procedures, it is expected that members of the professional staff will:

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, for the Division and for the teaching profession.

### **Procedures**

#### **1. Suspension of Professional Staff**

Where in the opinion of the Superintendent there is reasonable ground(s) to believe that the presence of a professional staff member or a professional staff member in a classroom or school or facility operated by the Division is:

- 1.1 Detrimental to the health and/or safety of students and/or employees; or
- 1.2 Detrimental to the educational welfare of the students; or
- 1.3 Detrimental to the safe and efficient operation of Division property and/or equipment; or
- 1.4 That the professional staff member has been guilty of gross misconduct, neglect of duty or refusal or neglect to obey a lawful order of the Board; the Superintendent may suspend a professional staff member from the performance of his/her duties.

#### **2. Where the Superintendent suspends a professional staff member from duty, the Superintendent:**

- 2.1 Shall attempt to convene a special meeting of the Board;
- 2.2 Shall invite the professional staff member and/or his/her counsel to attend and make representation to the Board; and
- 2.3 Shall advise the professional staff member, in writing of the recommendation that will be placed before the Board for its consideration and determination.

#### **3. Dismissal of Professional Staff**

Where in the opinion of the Superintendent there is reasonable ground(s) to believe that a professional staff member is:

- 3.1 Guilty of gross misconduct, neglect of duty, or refusal or neglect to obey a lawful order of the Board; or

- 3.2 By reason of mental infirmity, detrimental to the well-being of the school, or Divisional facility the Superintendent may recommend to the Board the termination of the contract of employment or designation.
4. Where the Superintendent intends to recommend termination as per (3), the Superintendent shall:
  - 4.1 Advise the professional staff member, in writing of the reason(s) for the termination and advise the Board of the action taken:
    - 4.1.1 The reasons,
    - 4.1.2 The date, time, and site at which the recommendation will be presented to the Board, and
    - 4.1.3 The professional staff member's right to be present, and to make representation, either personally and/or through counsel, prior to the Board's determination of the recommendation.

Reference: Section 60, 61, 105, School Act  
Cross Reference: Policy 14 - Hearings on Teacher Matters