



GCQF - DISCIPLINE, SUSPENSION, AND DISMISSAL OF PROFESSIONAL STAFF

(AND CONTRACT RENEWAL)

The Board of Education shall follow procedures established by law for the suspension and dismissal of teachers.

The superintendent shall be authorized to place on administrative leave a professional staff pending an internal investigation when a professional staff member is accused of serious misconduct or to suspend a professional staff member with pay in conjunction with a dismissal proceeding. The superintendent shall report all such administrative leaves and suspensions to the Board at its next regular meeting.

The superintendent may recommend that the Board not renew the employment contract of a probationary teacher for any reason the superintendent he deems sufficient. If the Board, based upon such recommendation, does not renew the employment contract of a probationary teacher, such teacher shall be given written notice of contract nonrenewal.

On or before June 1 of the academic year during which the teacher is employed, the teacher will be presumed to have accepted employment for the succeeding academic year unless he or she provides written notice to the contrary to be given to the Board on or before the state's legal deadline.

A probationary teacher who is given a written notice of contract nonrenewal may request and, if requested, receive the reasons for nonrenewal from the superintendent.

A teacher shall not be subject to any disciplinary proceeding, including dismissal for actions which were in good faith and in compliance with the district's discipline code, nor shall a contract nonrenewal be based on such lawful actions.

If an employee is dismissed as a result of an allegation of unlawful behavior involving a child, including unlawful sexual behavior, which is supported by a preponderance of the evidence, the superintendent is delegated the responsibility for notifying the Colorado Department of Education (CDE) and for providing any information requested by CDE concerning the circumstances of the dismissal. The district also shall notify the employee that dismissal information is being forwarded to CDE unless such notice would conflict with the confidentiality requirements of the Child Protection Act.

Adopted: April 1972
Revised: November 1975
Revised: August 1976
Revised: April 1977
Revised: March 1989
Revised to conform with practice: May 22, 1995
Revised: August 11, 1997

LEGAL REFS:

C.R.S. 19-3-301, et. seq. (Child Protection Act of 1987)
C.R.S. 22-32-109.7(3)
C.R.S. 22-32-110(4)(c)
C.R.S. 22-63-103(4) and (5)
C.R.S. 22-63-202(3)
C.R.S. 22-63-203
C.R.S. 22-63-301 and 302

CONTRACT REF:

Employee Agreement, Section Aw, Position Culmination, and subcodes

NOTE:

Policies and regulations in the GC section (Professional Staff) pertain only to instructional and administrative staff members.