

GCQ – DISMISSAL, FAILURE TO RENOMINATE OR REELECT, OR REMOVAL OF TEACHER/PROFESSIONAL STAFF

DISMISSAL

Per RSA 189:13 the School Board may dismiss any teacher found by them to be immoral or who has not satisfactorily maintained the competency standards established by the School District, or one who does not conform to regulations prescribed herein.

For purposes of this policy competency standards and regulations are outlined in school board policy, school district handbooks, school district professional master plan, school district job descriptions, school district directives, school handbooks, school initiatives and goals, and/or other such documentation outlining the rules and regulations of the District and the School(s).

Each professional staff member is also required to carry out assignments from the Building Principal or other responsible administrator in conformance with School Board policies, regulations of the School Board and Superintendent, and School Board directives.

Each professional staff member is required to abide by all state and federal laws, School Board policies, regulations of the School Board and Superintendent, and School Board directives.

Per RSA 189:13 no teacher shall be so dismissed before the expiration of the period for which said teacher was engaged without having previously been notified of the cause of such dismissal, nor without having previously been granted a full and fair hearing. The hearing will be conducted in accordance with the procedures set forth in Department of Education Rule 204.01.

FAILURE TO RENOMINATE OR REELECT

Per RSA 189:14-a teachers (professional staff) may be non-renominated because of unsatisfactory performance. The Superintendent shall demonstrate, at the School Board hearing, by a preponderance of the evidence, that the teacher had received written notice that the teacher's unsatisfactory performance may lead to non-renomination, that the teacher had a reasonable opportunity to correct such unsatisfactory performance, and that the teacher had failed to correct such unsatisfactory performance. The Superintendent or the School Board is not required to provide the teacher with remedial assistance to correct any deficiencies that form the basis for such teacher's non-renomination.

Per RSA 189:14-b teachers aggrieved by a failure to renominate or reelect may request a review of the decision by the School Board and/or the State Board of Education.

REMOVAL

Per RSA 189:31 the Superintendent may remove a teacher or other employee of the District. The person so removed shall continue as an employee of the District unless discharged by the School Board, but may not return to the classroom or undertake to perform the duties of such person's position unless reinstated by the Superintendent.

Per RSA 189:32 any person so removed, unless dismissed by the School Board, may appeal to the State Board.

Statutory/Regulatory/Policy/Handbook Cross References

RSA 189:13 (Dismissal of Teacher)

GCQ1

RSA 189:14-a (Failure to be Renominated or Reelected)
RSA 189:14-b (Review by State Board)
RSA 189:31 (Removal of Teacher)
RSA 189:32 (Appeal)
Handbook (Referenced in Personnel Handbooks)

APPROVED: July 20, 2006