



Book	Policy Manual
Section	Section G: Personnel
Title	Suspension and Termination of Certificated Staff Members
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Suspension and Termination of Certificated Staff Members

Suspension

The Board may suspend a certificated staff member pending final action to terminate his/her contract if, in its judgment, the character of the charges warrants such action.

Termination

The contract of a certificated staff member may be terminated for good and just cause. Before terminating any contract, the Board furnishes the certificated staff member a written notice signed by the Treasurer of its intention to consider termination of his/her contract and specification of the grounds for such consideration. The Board informs the certificated staff member of his/her right to request a hearing by the Board or by an independent referee. At such a hearing, both parties may be represented by counsel and present and cross-examine witnesses. A stenographic record of the proceedings is made. After the hearing, the Board makes its determination by majority vote. Any order of termination of a contract states the grounds for termination.

Teachers may only be suspended or terminated under the terms of the collective bargaining agreement and/or State or Federal law.

When the behavior is sexual harassment, the Title IX sexual harassment grievance process will be followed, if applicable, prior to imposing any discipline that cannot be imposed without resolution of the Title IX process.

Legal [Education Amendments of 1972, Title IX; 20 USC 1681 et seq.](#)
[ORC 124.36](#)
[ORC 3319.02](#)
[ORC 3319.11](#)
[ORC 3319.16](#)
[ORC 3319.161](#)
[ORC 3319.17](#)
CONTRACT REF.: Certificated Staff Master Agreement

Cross References [ACAA - Sexual Harassment](#)
[GBQ - Criminal Records Check](#)