

## **DELANCO TOWNSHIP BOARD OF EDUCATION**

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Termination

### **TERMINATION**

The Board of Education will enter a contract with each non-tenured support staff member providing, in part, for the termination of employment by either party. The Board may terminate the employment of an employee for incompetency, immorality, unfitness for service, insubordination, reduction in force, or other good cause. Any notification of termination for cause will include a full statement of the reasons for the dismissal on notice duly given a nonprobationary employee. The Board may terminate an employment contract with a non-tenured support staff member only upon the recommendation of the Superintendent and by a recorded roll call majority vote of the full membership of the Board. The Board will not withhold its approval for arbitrary and capricious reasons. N.J.S.A. 18A:27-4.1.

A permanent nonprobationary support staff member may request in writing, within fifteen days of receipt of the notification of dismissal, a hearing before the Board. The Board may, in its discretion, grant a hearing. Any such hearing will include notice to the employee of the date, time, and place at which it will be held and an opportunity for the employee to be heard and to present witnesses on his or her behalf. The decision of the Board will be rendered in writing within thirty days and will be final.

The Board may temporarily suspend an employee with or without pay and without notice when his or her continued services may be inimical to the interests of pupils.

N.J.S.A. 18A:6-10; 18A:17-2; 18A:17-3; 18A: 27-4.1

Adopted: September 10, 1986  
Revised: August 28, 1996