

Personnel - Certificated

Dismissal/Suspension

Dismissal

1. Non-tenured Teachers

The contract for employment of a teacher who has not attained tenure may be terminated at any time for any of the reasons enumerated below:

- a. Inefficiency or incompetence
- b. Insubordination against reasonable rules of the board of education
- c. Moral misconduct
- d. Disability, as shown by competent medical evidence
- e. Elimination of the position to which the teacher was appointed or loss of a position to another teacher, in accordance with Connecticut General Statutes 10-151(d) (5).
- f. Other due and sufficient cause.

Otherwise, the contract of such teacher shall be continued into the next school year unless such teacher receives a written notice by May 1<sup>st</sup> in one school year that such contract will not be renewed for the following year. The teacher is entitled to a hearing upon written request as provided by law.

A teacher who has not attained tenure and whose contract is terminated for any of the reasons under 1(a-d) above, shall have the right to appeal in accordance with the provisions of subsection (f) of CGS 10-151. No right of appeal shall exist if

- a teacher who has not attained tenure has received non-renewal notice prior to May 1<sup>st</sup> of a school year,

OR

- such teacher's contract is terminated for the reasons under 1(e-f), above.

Dismissal/Suspension (continued)

Dismissal (continued)

2. Tenured Teachers

The contract of employment of a teacher who has attained tenure shall be continued from school year to school year, except that it may be terminated at any time or one or more of the following reasons:

- a. Inefficiency or incompetence
- b. Insubordination against reasonable rules of the board of education.
- c. Moral misconduct
- d. Disability, as shown by competent medical evidence
- e. Elimination of the position to which the teacher was appointed or loss of a position to another teacher, in accordance with Connecticut General Statutes 10-151(d)(5).
- f. Other due and sufficient cause.

Prior to terminating a contract, a board of education shall vote to give the teacher concerned a written notice that termination of such teacher is under consideration and, upon written request filed by such teacher with such board within seven days after receipt of such notice, shall within the next succeeding seven days give such teacher a statement in writing of the reasons therefor. Within twenty days after receipt of written notice by the board of education that contract termination is under consideration, such teacher may file with such board a written request for a hearing. Such hearing shall commence within fifteen days after receipt of such request, unless the parties mutually agree to an extension, as provided by law.

Suspension

The superintendent may suspend an employee pending board action when, in the opinion of the Superintendent, continuation of the employee in the position presents a clear danger to the students, staff, property or reputation of the school system.

Legal Reference: (See next page)

Dismissal/Suspension (continued)

Legal Reference:        Connecticut General Statutes  
                              10-151 Employment of teachers. Notice and hearing on  
   termination of contract (as amended by P.A. 83-398)  
                              46a-60 Unfair employment practices (as amended by P.A. 80-285)

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BROOKFIELD PUBLIC SCHOOLS  
Brookfield, Connecticut