

**SUSPENSION AND DISMISSAL OF CERTIFICATED PERSONNEL
(AND CONTRACT NON-RENEWAL)**

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

Full-time probationary teachers, currently employed by the Board, shall be employed for succeeding academic years at the appropriate salary unless the Board does not renew the contract of such teacher pursuant to law.

The Superintendent shall be authorized, for good cause, to suspend with pay or place on administrative leave, a professional staff member as a disciplinary measure and/or pending an internal investigation when a professional staff member is accused of serious misconduct. The Superintendent shall report all such suspensions to the Board at its next meeting and shall make a recommendation if further disciplinary action is warranted.

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 code, nor shall a contract non-renewal be based on such lawful actions.

The district shall not obtain consumer credit reports on a current employee unless the district is evaluating the employee for promotion, reassignment or retention. In all cases where credit information or reports are obtained and/or relied upon for purposes of reassigning, terminating or denying the promotion of an employee, the district shall comply with the Fair Credit Reporting Act and applicable state law.

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 evidence, the Superintendent is delegated the responsibility for immediately notifying the Colorado Department of Education and for providing any information requested by the department concerning the circumstances of the dismissal. The District also shall notify the employee that information concerning his/her dismissal is being forwarded to CDE unless such notice would conflict with the confidentiality requirements of the Child Protection Act.

LEGAL REFS.: CRS 19-3-301 et seq. (CHILD PROTECTION ACT OF 1987)
CRS 22-32-109.7
22-32-110 (4) (c)
CRS 22-63-103
CRS 22-63-202 (3)
CRS 22-63-203
CRS 22-63-301 et seq.
CRS 8-2-126 (limits employers' use of consumer credit information)

ADOPTED: 10/92
REVISED: 11/93, 12/13

