

Bigfork School District #38

PERSONNEL

5250

Termination or Non-Renewal of Employment/Dismissal from Employment

In general, the school district will use progressive discipline but reserves the right to take any disciplinary action it deems appropriate to the circumstances.

Disciplinary measures by the administration can include, in any order, verbal or written warnings, reprimands, or suspensions with pay. Suspensions without pay can only be imposed by the superintendent. Termination is a disciplinary action taken only by the Board of Trustees.

The termination or non-renewal or dismissal of certified or classified staff shall be determined by the board after receiving the recommendation of the superintendent in conformity with state statutes and applicable district policy. The superintendent is responsible for documenting and placing in personnel files all employee actions which result in disciplinary measures. All disciplinary documentation placed in employee files must stay in those files unless through a due process hearing before the Board, the disciplinary action is judged to be without merit.

Reference: Policy 5255, 5250P

Adoption date: 2/6/97