DISCIPLINE, SUSPENSION AND DISMISSAL OF PROFESSIONAL STAFF
(And Contract Nonrenewal)

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

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

The superintendent or designee shall be authorized 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 that were in good faith and in compliance with the district's discipline code and other district policies, regulations, rules or procedures, nor shall a contract nonrenewal 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 reports are obtained and/or relied upon for purposes of reassigning, terminating employment or denying the promotion of an employee, the district shall comply with the Fair Credit Reporting Act.

The district shall comply with the mandatory reporting requirements concerning allegations of unlawful behavior involving a child and other offenses, in accordance with state law and the regulation accompanying this policy.

Adopted prior to 1985
Revised February 21, 1990
Revised April 1990
Revised August 7, 1991
Revised March 2, 1994
Revised April 12, 2000
Revised August 20, 2008
Revised May 16, 2012
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Legal refs.: 15 U.S.C. 1681 et seq.
C.R.S. 19-3-301 et seq. (Child Protection Act of 1987)
C.R.S. 22-2-119 (duty to make inquiries prior to hiring)
C.R.S. 22-32-109.1 (9) (immunity provisions in safe schools law)
C.R.S. 22-32-109.7 (specific duties regarding hiring inquiries and reporting)
C.R.S. 22-63-202 (3) (temporary suspension during contract period)
C.R.S. 22-63-202 (4) (disclosure of reasons why left employment)
C.R.S. 22-63-203 (renewal and non-renewal of probationary teacher contracts)
C.R.S. 22-63-301 et seq. (dismissal of licensed staff)
1 CCR 301-37, Rules 2260-R-15.00 et seq. (mandatory reporting requirements)

Cross ref.: GBG, Liability of School Personnel /Staff Protection