

# POLICY

## STAFFORD TOWNSHIP BOARD OF EDUCATION

SUPPORT STAFF MEMBERS  
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Termination

### 4140 TERMINATION

As set forth in Policy 4124, 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 a non-tenured employee in accordance with the notification provisions of the employment contract or for cause (in accordance with applicable law) including but not limited to: incompetence, 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.

The Board may terminate an employee granted tenure by statute in accordance with applicable law. The Board may terminate an employee granted tenure by contract in accordance with the terms of the applicable collective bargaining agreement.

An employee who offers insufficient notice of termination will be paid only through the last day of his/her service.

The Board may temporarily suspend an employee with or without pay and without notice when his/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: 22 July 2004  
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