

**CAMBRIAN SCHOOL DISTRICT**  
**Board Policy**

**Policy 4118**  
Adopted: March 26, 2002  
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**PERSONNEL**

**Suspension and Dismissal of Certificated Employees Not Due to a Reduction in Force**

Dismissal

No teacher shall be suspended or dismissed except for cause only. The cause for suspension or dismissal shall relate solely to the welfare of the schools and the pupils thereof.

It shall be the duty of the Superintendent of schools to see that proper evaluations have been made on the teacher's services and that the teacher has been provided with assistance to help overcome the deficiencies. The Superintendent shall further see that all procedures as set forth in the rules and regulations of the Educational Code relating to dismissal of permanent or probationary certificated employees are adhered to.