



## DISCIPLINE, DISCHARGE and NONRENEWAL

Discipline, discharge and non-renewal decisions are governed by Wisconsin Statutes, and Board Policies 3139, 3140, and 3141.

The district believes that a balance between fairness and the ability to manage personnel decisions is necessary. This balance serves the interests and rights of employees and the district.

The superintendent may discipline and/or recommend to the board the discharge of administrators and teachers using the good and sufficient reason standard. Good and sufficient reason is defined as those reasons which are not wholly frivolous and inconsequential.

For purposes of the non-renewal of contracts for teachers and administrators, the board's actions will comply with the applicable statutes; the board may non-renew individual contracts for good and sufficient reason.

The superintendent may discipline and/or discharge all other district staff. Such discipline and discharge may occur for any reason so long as the reason is not discriminatory or otherwise prohibited by law.

These standards for discipline, discharge, and non-renewal do not apply to changes in hours of work, layoff, and/or reduction-in-force decisions.

Discharge of any contracted employee shall be made as a recommendation by the superintendent to the board, and the board, by its action alone, may discharge an employee.

### Discipline and Discharge Standards Summary

Action	Teachers and Administrators	All Other Staff
<b>Discipline</b>	Good and sufficient reason	Not discriminatory or otherwise prohibited by law
<b>Discharge during contract or school year</b>	Good and sufficient reason	Not discriminatory or otherwise prohibited by law
<b>Non-renewal</b>	Comply with applicable statutes Good and sufficient reason	N/A

Reference: *Board Policy 3139* Staff Discipline  
*Board Policy 3140* Non-Renewal, Resignation and Termination  
*Board Policy 3141* Required Reporting of Staff Conduct

*Wisconsin Statutes:* §118.22  
§118.30 (2)(cc)  
§118.24