

Policy

TERMINATION

The Egg Harbor City Board of Education will enter a contract with each nontenured support staff member providing, in part, for the termination of employment by either party on proper notice as contracted. The board may terminate the employment of an employee for incompetence, immorality, unfitness for service, insubordination, reduction in force or other good cause.

The board may dismiss a nontenured support staff member when dismissal is in the best interest of the school district. Termination notice will be duly given in writing and will state the reason for the termination.

The board reserves the right to terminate a nontenured employee without notice when sufficient cause warrants.

The board may terminate an employment contract with a nontenured support staff member only upon recommendation of the chief school administrator and by a recorded roll call majority 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 temporarily suspend an employee with or without pay and without notice when his or her continued services may be contrary to the interests of the students. The board will determine whether to permit an employee to continue to perform services during the period between the giving of notice and the date of termination.

Adopted: July 14, 2004
NJSBA Review/Update: June 2015
Readopted: August 12, 2015

Key Words

Termination, Dismissal

<u>Legal Reference:</u>	<u>N.J.S.A. 18A:6-10 et seq.</u>	Dismissal and Reduction in compensation (tenured staff)
	<u>N.J.S.A. 18A:16-2</u>	Physical examinations; drug testing; requirement
	<u>N.J.S.A. 18A:16-4</u>	Sick leave; dismissal
	<u>N.J.S.A. 18A:17-2</u>	Tenure of secretaries, assistant secretaries, school business administrators, business managers and secretarial and clerical employees
	<u>N.J.S.A. 18A:17-3</u>	Tenure of janitor employees
	<u>N.J.S.A. 18A:27-1 et seq.</u>	Employment and Contracts
	<u>See particularly:</u>	
	<u>N.J.S.A. 18A:27-4.1</u>	
	<u>N.J.S.A. 18A:28-8</u>	Notice of intention to resign required
	<u>N.J.S.A. 18A:66-43</u>	Retirement for service age limits

Possible

<u>Cross References:</u>	*2131	Chief school administrator
	*4111.1/4211.1	Nondiscrimination/affirmative action
	*4112.6/4212.6	Personnel records
	*4112.8/4212.8	Nepotism
	*4222	Noninstructional aides
	*6010	Goals and objectives

*Indicates policy is included in the Critical Policy Reference Manual.