

SUSPENSION AND TERMINATION OF PROFESSIONAL  
AND CERTIFICATED STAFF MEMBERS

Suspension

The Board may suspend a professional and certificated staff member pending final action to terminate his/her contract if, in its judgment, the character of the charges warrants such action.

Termination

The contract of a professional and certificated staff member may be terminated for good and just cause. Before terminating any contract, the Board furnishes the professional and certificated staff member a written notice signed by the Treasurer of its intention to consider termination of his/her contract and specification of the grounds for such consideration. The Board informs the professional and certificated staff member of his/her right to request a hearing by the Board or by an independent referee. At such a hearing, both parties may be represented by counsel and present and cross-examine witnesses. A stenographic record of the proceedings is made. After the hearing, the Board makes its determination by majority vote. Any order of termination of a contract states the grounds for termination.

Teachers may only be suspended or terminated under the terms of the collective bargaining agreement and/or State law.

[Adoption date: August 14, 2001]

[Re-adoption date: December 11, 2001]

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LEGAL REFS.: Fair Credit Reporting Act: 15 USC 1681 et seq.  
ORC 124.36  
3319.02; 3319.11; 3319.16; 3319.161; 3319.17

CROSS REFS.: GBQ, Criminal Records Check  
Licensure Code of Professional Conduct for Ohio Educators

CONTRACT REF.: Teachers' Negotiated Agreement