

## **Discipline, Suspension and Dismissal of Professional Staff** (And Contract Nonrenewal)

The Board of Education shall follow procedures established by law for the suspension and dismissal of teachers.

Full-time probationary teachers, currently employed by the Board, shall be reemployed for the succeeding academic year at the appropriate salary unless the Board does not renew the contract of such teacher pursuant to law.

This provision also shall apply to teachers employed on a part-time continuous basis by the district

The superintendent shall be authorized to suspend with pay or place on administrative leave a professional staff member as a disciplinary measure and/or pending an internal investigation when a professional staff member is accused of serious misconduct. The superintendent shall report all such suspensions to the Board at its next meeting and shall make a recommendation if further disciplinary action is warranted.

A teacher shall not be subject to any disciplinary proceeding including dismissal for actions which were in good faith and in compliance with the district's discipline code, nor shall a contract nonrenewal be based on such lawful actions.

The district shall not obtain consumer credit reports on a current employee unless the district is evaluating the employee for promotion, reassignment or retention. In all cases where credit reports are obtained and/or relied upon for purposes of reassigning, terminating or denying the promotion of an employee, the district shall comply with the Fair Credit Reporting Act.

The district shall comply with the mandatory reporting requirements concerning allegations of unlawful behavior involving a child and other offenses, in accordance with state law and the regulation accompanying this policy.

LEGAL REFS.:      C.R.S. 8-2-126 (*limits employers' use of consumer credit information*)  
                         C.R.S. 19-3-301 *et seq.* (*Child Protection Act of 1987*)  
                         C.R.S. 22-2-119 (*duty to make inquiries prior to hiring*)  
                         C.R.S. 22-32-109.1 (9) (*immunity provisions in safe schools law*)  
                         C.R.S. 22-32-109.7 (*specific duties regarding hiring inquiries and reporting*)  
                         C.R.S. 22-63-202 (3) (*temporary suspension during contract period*)  
                         C.R.S. 22-63-202 (4) (*disclosure of reasons why left employment*)  
                         C.R.S. 22-63-203 (*renewal and non-renewal of probationary teacher contracts*)  
                         C.R.S. 22-63-301 *et seq.* (*dismissal of licensed staff*)  
                         1 CCR 301-37, Rules 2260.5-R-10.05 *et seq.* (*mandatory reporting*)  
                         15 U.S.C. 1681 *et seq.* (*Fair Credit Reporting Act*)

CROSS REF.:      GBG, Liability of School Personnel/Staff Protection

*NOTE 1: State law prohibits school districts from entering into a settlement agreement that would restrict the district's ability to share any relevant information related to a conviction for child abuse or a sexual offense against a child and that pertains to the incident upon which the employee's dismissal or resignation is based. C.R.S. [22-32-109.7](#) (3)*

NOTE 2: An employee who is terminated for a felony domestic violence and/or a felony drug offense may reapply for district employment after five years have passed since the date the offense was committed. C.R.S. 22-32-109.8 (6.5)(b). For a felony domestic violence offense, the applicant must also show successful completion of any court-ordered treatment.

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COLORADO SAMPLE POLICY 1995©

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San Juan County School District #1, Silverton, Colorado  
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