

POLICY

BOARD OF EDUCATION FRANKLIN BOROUGH

SUPPORT STAFF MEMBERS

4140 / Page 1 of 1

Termination

Nov 92

Jun 96

The Board of Education will enter a contract with each non-tenured support staff member providing, in part, for the termination of employment by either party. The Board may terminate the employment of an employee for incompetency, immorality, unfitness for services, insubordination, reduction in force, or other good cause. Any notification of termination for cause will include a full statement of the reasons for the dismissal on notice duty given a nonprobationary employee.

The Board may terminate an employment contract with a non-tenured support staff member only upon the recommendation of the Superintendent and by a recorded roll call majority vote 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.

A permanent nonprobationary support staff member may request in writing, within 10 days of receipt of the notification of dismissal, a hearing before the Board. The Board may, in its discretion, grant a hearing. Any such hearing will include notice to the employee to be heard and to present witnesses on his or her behalf. The decision of the Board will be rendered in writing within 10 days and will be final.

An employee who offers insufficient notice of termination will be paid only through the last day of his or her service.

The Board may temporarily suspend an employee with or without pay and without notice when his or her continued services may be inimical to the interests of pupils.

N.J.S.A. 18A:6-10; 18A:17-2; 18A:17-3; 18A:27-4.1