

## 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 and by the San Juan Board of Cooperative Educational Services.

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 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.

Adopted: **1987**

Reviewed: April 16, 2007  
By Policy Review Committee June 2010  
**By the Superintendent and BOE March 16, 2015**

Revised: November 15, 1990  
Policy Manual Updated September 17, 2001  
March 2006 by Policy Review Committee  
December 2010  
**April 20, 2015**

LEGAL REFS.: 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-15.00 *et seq.* (mandatory reporting requirements)

15 U.S.C. 1681 *et seq.* (Fair Credit Reporting Act)

CROSS REF.: [GBG](#), Liability of School Personnel/Staff Protection

*NOTE: 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\(3\)](#).*