

SUSPENSION AND DISMISSAL OF EMPLOYEES

Suspension

In the event that the Superintendent of Schools at his discretion finds it necessary to suspend a member of the staff, the following is the procedure to be followed:

1. The Superintendent should consult with the Chairman of the School Board indicating the reason or reasons for this suspension and the date at which time it will take effect.
2. The Superintendent shall communicate to the member of the staff being suspended in a certified letter the reason or reasons for this suspension and the time it is to take effect.
3. The Superintendent will continue the employee on salary during the suspension.
4. The Superintendent shall bring to the School Board at the next regular meeting, in accordance with the provisions of RSA 91-A, documentation for this suspension and his recommendations concerning this suspension.
5. The Board, at this meeting, will vote whether or not to continue this suspension and to initiate any action concerning the person they are suspending that they feel is necessary upon the recommendation of the Superintendent.
6. The member of the staff, having been suspended, may at his discretion, appear at this meeting and bring to the Board any evidence he feels is germane in this matter.
7. The Superintendent will communicate to the staff person involved in the suspension the results of the Board action by certified letter.
8. Probable causes for suspension:
 - a. Superintendent finds a member of the staff to be incompetent, insubordinate, or immoral.
 - b. The actions of a member of the staff is such as to cause disruption of the learning process.
 - c. A member of the staff being involved in court litigation of such a nature as to affect the school district.

LONDONDERRY SCHOOL BOARD

Adopted: November 7, 1977