

Policy

TERMINATION

The Mount Laurel Township School District 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 (see board policy 4112.1/4212.1 Employment Contract). The board may terminate the employment of an employee for incompetency, immorality, unfitness for service, 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 duly given a non-probationary employee. Termination for cause will be subject to the conditions of the applicable negotiated agreement.

The board may terminate an employment contract with a non-tenured support staff member only upon the recommendation of the chief school administrator 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).

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.

Adopted: October 12, 1977 (formerly 4217.41)
Revised: May 24, 2005
NJSBA Review/Update: June 2013
Readopted: January 28, 2014

Key Words

Termination, Dismissal

Legal References: N.J.S.A. 18A:17-2 Tenure of secretaries, assistant secretaries, school business administrators, business managers and secretarial and clerical employees
N.J.S.A. 18A:17-3 Tenure of janitor employees
N.J.S.A. 18A:27-1 et seq. Employment and Contracts
See particularly:
N.J.S.A. 18A:27-4.1

Possible

Cross References: *2131 Chief school administrator
*4111.1/4211.1 Nondiscrimination/affirmative action
*4112.4/4212.4 Employee health
4112.5/4212.5 Criminal history check
*4112.6/4212.6 Personnel records
*4112.8/4212.8 Nepotism
*4121 Substitute teachers
*4222 Noninstructional aides
*5120 Assessment of individual needs
*6010 Goals and objectives

*Indicates policy is included in the Critical Policy Reference Manual.