SUSPENSION AND DISMISSAL OF PROFESSIONAL STAFF MEMBERS

MOHAWK TRAIL REGIONAL SCHOOL DISTRICT

The Superintendent will strive to assist personnel to perform their duties efficiently. However, the Superintendent may dismiss any employee in accordance with state law. Further, the Committee recognizes the constitutional rights of the District’s employees and assures them the protection of due process of law. To guarantee such rights, a system of constitutionally and legally sound principals will be followed in each case of suspension or dismissal of an employee.

All allegations of ethical misconduct by staff members received by any member of the staff shall be reported immediately to the Superintendent who shall lead a thorough investigation of such allegations. When the Superintendent determines that sufficient cause exists that a professional employee be suspended or dismissed from service in the District, he or she will:

1. Be certain that each such case is supported by defensible records.
2. Determine if the individual is to be suspended immediately, with the understanding that such suspension will be subject to restoration of salary and position if an appeal is decided in favor of the individual.
3. Follow the procedures for dismissal or suspension that are contained in applicable laws as well as those included in current agreements with the applicable bargaining unit.
4. Provide the individual with a written statement that will:
   a. Indicate whether the action the Superintendent is taking is dismissal or suspension.
   b. State the reason for the suspension or dismissal.
   c. Guarantee that all procedures will be in accordance with due process of law.
   d. Inform employees who have a right to request a hearing under appropriate laws that they may be represented at such a hearing by counsel of their choice.

LEGAL REFS: M.G.L. 71:42; 71:42D

First Reading: May 11, 2016

 Adopted: September 13, 2017

Mohawk Trail Regional School District
School Committee