

**Spearfish School District 40-2
4000 Personnel**

Board Policy

Code: 4330

**SUSPENSION WITHOUT PAY AND
DISMISSAL OF PROFESSIONAL STAFF MEMEBERS**

Suspension without pay and dismissal of professional staff members is the responsibility of the Board and will conform with the conditions and procedures specified in state law.

An employee may be suspended without pay or an employee's contract may be terminated at any time, or non-renewed in the case of continuing contract status, for just cause including:

- plain violation of contracts;
- gross immorality;
- incompetency or neglect of duty;
- poor performance;
- unprofessional conduct;
- violation of any policy or regulation of the school district;
- neglect.

The Superintendent will give notice of the intent to recommend suspension without pay or termination. The notice must specify the grounds for the recommendation, and inform the right to request a hearing.

Adopted	<u>June 16, 1975</u>
Revised	<u>May 11, 1987</u>
Reviewed	<u>December 14, 1998</u>
Reviewed	<u>December 11, 2006</u>
Reviewed	<u>January 9, 2012</u>
Revised	<u>January 9, 2023</u>