

## Section 5000 – Personnel

### 5540 Suspension and/or Dismissal of Professional Staff

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The Board may discipline, or proceed with charges to dismiss or demote, any professional staff member upon recommendation by the Superintendent in accordance with the Michigan Tenure Act, the provisions of law, Board policy, employee contracts or manuals and/or the current collective bargaining agreement.

The non-renewal of the Superintendent's contract or the contract of administrators who do not assume tenure in that position shall be in accordance with the provisions of law and shall be for reasons that are not arbitrary or capricious.

The non-renewal of probationary teaching staff shall be in accordance with the Teachers' Tenure Act. The non-renewal of tenured teachers shall be in accordance with the provisions of the Teachers' Tenure Act and shall be for reasons that are not arbitrary or capricious. The non-renewal of licensed professional staff shall be in accordance with the current collective bargaining agreement.

At-will staff may be dismissed or non-renewed at any time and for any non-discriminatory reasons upon the recommendation of the Superintendent.

The Board authorizes the Superintendent to suspend from active duty any teacher, licensed professional staff, administrator or other professional employee during the course of an investigation into charges of misconduct, a violation of Board policy, or the law

If the individual's teaching certificate or license is suspended or revoked, all wages will be forfeited. If the individual's teaching certificate or license is not suspended or revoked, the individual shall be paid all withheld wages without interest. Should a person's conviction be reversed on appeal, that person shall be treated in a manner consistent with applicable law.

Approved: June 29, 2009

Revised: December 4, 2017

LEGAL REF: MCL 38.71-121 *The Teachers' Tenure Act*; 380.1229; 380.1230d; 380.1535a; 380.1539b