

DISCIPLINE, NONRENEWAL AND TERMINATION

Discipline and Termination Generally

The Evansville Community School District Board of Education retains the right to issue discipline consistent with state and federal law and applicable Board policies. Supervisory individuals below the District Administrator may issue oral and written warnings, and may recommend paid and unpaid suspensions. The District Administrator may issue oral and written warnings, and may suspend an employee with or without pay, may terminate the employment of support staff, and may recommend certified staff for nonrenewal or termination. The District Administrator has the discretion to determine the appropriate level of discipline within his or her authority, and may discipline and terminate employees for any lawful reason.

Nonrenewal and Termination of Certified Staff

Contracts of full time teachers are subject to nonrenewal as prescribed in Wisconsin Statutes, for any reason lawful reason, by a majority vote of the full membership of the Board. Contracts of part-time teachers are not subject to Wisconsin Statutes.

Teachers may be terminated upon a majority vote of the full membership of the Board pursuant to any applicable provisions of their individual teacher contracts.

Contracts of certified staff subject to Wisconsin Statutes may be nonrenewed by the Board as prescribed in Wisconsin Statutes and any applicable provisions of the contract.

Administrators and directors may be terminated by the Board pursuant to any applicable provisions of their written employment contracts.

Due Process

The District will afford employees due process as required by law.

Right to Grieve Discipline and Termination

An employee may grieve discipline, nonrenewal and termination to the extent permitted by the District's employee grievance procedure in Board policy.

Legal Ref.: Sections 118.21 Wisconsin Statutes (Teacher Contracts)
118.22 (Renewal of Teacher Contracts)
118.24 (School District Administrator)

Local Ref: Policy #527.2, Employee Grievances
Policy #527.2 Form – Grievance Form
Policy #527.3 – Employee Grievance Procedures
Policy #527.4 – Impartial Hearing Officer Selection Procedures