

## **4140 TERMINATION**

The Board of Education will enter into a term contract with each support staff member providing, in part, for the termination of employment by either party. 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 and an opportunity for the employee to have a hearing.

The Board may terminate an employment contract with a support staff member only upon the recommendation of the Superintendent 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/her service.

The Board may temporarily suspend an employee with or without pay and without notice when his or her continued services may be harmful to the interests of pupils.

Secretaries who have earned tenure according to statute can only be terminated through the certification of tenure charges.

N.J.S.A. 18A:6-10; 18A:17-2; 18A:17-3; 18A: 27-4.1

Approved: May 4, 2004  
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