

SOUTHERN LEHIGH SCHOOL DISTRICT
5775 Main Street
Center Valley, PA 18034

TO: Southern Lehigh School Board
FROM: Board Policy Committee
SUBJECT: Rescission of Policies
DATE: January 23, 2017

The committee is recommending that the following policies be rescinded:

<i>Policy No.</i>	<i>Title</i>
417.1	Professional Employees: Dismissal
517.1	Classified Employees: Suspension and Dismissal

SOUTHERN LEHIGH SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: DISMISSAL

ADOPTED: May 19, 1964

REVISED: March 5, 1979

**Replaces former
policy 4119.2**

417.1. DISMISSAL

The district superintendent and the responsible principals and/or supervisors shall counsel with employees charged with behavior which would result in dismissal. Should such counseling prove ineffectual, the district superintendent may then recommend suspension without pay and/or dismissal.

The Board of School Directors, before dismissing any professional employee who has attained a status of permanent tenure, shall furnish such employee with a detailed, written statement of the charges upon which his or her proposed dismissal is based and shall conduct a hearing. Conditions of the hearing and all procedures shall be governed by provisions of the Pennsylvania School Code.

Reviewed 4/23/90

Renumbered 9/12/07

SOUTHERN LEHIGH SCHOOL DISTRICT

SECTION: CLASSIFIED EMPLOYEES

TITLE: SUSPENSION AND DISMISSAL

ADOPTED: December 6, 1976

REVISED: May 21, 1990

Formerly policy 4219.1

517.1. SUSPENSION AND DISMISSAL

Unsatisfactory non-professional employee performance may result in temporary suspension or immediate dismissal.

The Superintendent of Schools or designee shall develop and enforce the necessary regulations governing the suspension-dismissal procedure.

A period of temporary suspension may result in dismissal if the offense warrants such action.

Any non-professional employee who has been suspended or dismissed may file a written request within 30 calendar days with the Superintendent of Schools for a hearing before the Board of School Directors in open or executive session.

Any person whose employment is terminated for a reason other than layoff, retirement or leave of absence shall forfeit all accrued District rights and privileges.

Any employee who has been dismissed for just cause shall be ineligible for re-employment, unless a subsequent work record indicates an improvement in character and/or work habits.

Reviewed 1/25/88

Renumbered 9/12/07