

**TEACHER DISMISSAL**

A teacher may be discharged at any time during the contract year for just cause. The Superintendent, or the Superintendent's designee, shall notify the teacher. A copy of the process and relevant code sections will be provided.

For purposes of this section, "just cause" includes but is not limited to a violation of the code of professional conduct and ethics of the board of educational examiners if the board has taken disciplinary action against a teacher, during the six months following issuance by the board of a final written decision and finding of fact after a disciplinary proceeding.

The teacher may be represented by legal counsel, or another representative of their choice. This representation is at the expense of the teacher.

The Superintendent or superintendent designee may suspend a teacher under this policy pending hearing and determination by the Board.

Legal Ref.: Iowa Code §§20.7, .24, 279.13, .15-.19, .27.  
Northeast Community Education Association v. Northeast Community School District, 402 NW 2d 765 (Iowa 1987).  
McFarland v. Board of Education of Norwalk Community School District, 277 NW 2d 901 (Iowa 1979).

Cross Ref.: 415.0 Employee Suspension

POLICY: 9/28/98  
3/11/02  
11/8/10  
1/25/21

Reviewed: 2/7/02, 1/05/06, 10/7/10, 2/6/14, 12/10/20