



Title: **Discipline, Suspension, and Dismissal of Licensed Staff and Contract Non-Renewal**

Code: GCQF

Section: Section G: Personnel Policies

The Board of Education and Academy District 20 will follow procedures established by law for the suspension and dismissal of licensed staff.

Full-time probationary licensed staff, currently employed by the Board, shall be reemployed for the succeeding academic year at the appropriate salary unless the Board does not renew the contract pursuant to law.

The superintendent or designee shall be authorized to place a licensed staff member on administrative leave with pay, pending an investigation, when the staff member is accused or suspected of serious misconduct.

A licensed staff member shall not be subject to dismissal for actions which were in compliance with the District's administrative policies and procedures, nor shall a contract non-renewal be based on such actions.

If a licensed staff member is dismissed (or resigns) as a result of an allegation of unlawful behavior involving a child, including unlawful sexual behavior, which is supported by a preponderance of evidence, the superintendent or designee is delegated the responsibility for immediately notifying the Colorado Department of Education (CDE) and for providing any information requested by the CDE concerning the circumstances of the dismissal (or resignation). The District also shall notify the staff member that information concerning his or her dismissal (or resignation) is being forwarded to the CDE unless such notice would conflict with the confidentiality requirements of the Child Protection Act.

Adopted: January 18, 1996

Revised: June 30, 2008

March 31, 2010

July 1, 2012

July 1, 2017

July 1, 2023

Legal Refs:

15 U.S.C. 1681 et seq. (Fair Credit Reporting Act)

C.R.S. 8-2-126 (limits employers' use of consumer credit information)

C.R.S. 19-3-301 et seq. (Child Protection Act of 1987)

C.R.S. 22-2-119 (duty to make inquiries prior to hiring)

C.R.S. 22-32-109.1 (9) (immunity provisions in safe schools law)

C.R.S. 22-32-109.7 (specific duties regarding hiring inquiries and reporting)

C.R.S. 22-63-202 (3) (temporary suspension during contract period)

C.R.S. 22-63-202 (4) (disclosure of reasons why left employment)

C.R.S. 22-63-203 (renewal and non-renewal of probationary teacher contracts)

C.R.S. 22-63-301 et seq. (dismissal of licensed staff)

1 CCR 301-37, Rules 2260.5-R-15.00 et seq. (mandatory reporting requirements)

Cross Refs:

EL 2.0 Global Executive Constraint

EL 2.3 Treatment of Staff

EL 2.7 Employment, Compensation and Benefits

Adopted: **January 18, 1996**

Last Revised: **July 01, 2023**