

**Separation**

**Suspension- Certificated Employees**

The superintendent is invested with the authority to suspend any certificated employee for serious violation of the policies and regulations of the board of education, for violation of state law, or for any cause as listed in section 168.114 RSMo. Action shall be taken when, in the judgment of the superintendent, the best interests of the school will be served by immediate suspension.

Prior to suspension during the term of a contract, when termination has not been recommended, a certificated employee shall be notified of the charges, given an opportunity to discuss the charges, and informed of the opportunity to appeal the suspension to the board of education. A staff member shall request such an appeal within 10 days of notice of suspension. If an appeal is requested, the same procedures shall be followed as apply to the termination hearing of a permanent employee, beginning with the service of the charges and notice of hearing. Certificated employees shall be suspended with pay unless a right to a hearing has been waived, or until the board renders its decision. The superintendent or the board following a hearing, may withhold pay for any pay period during which an employee was suspended for violations of rules or regulations of the board, or violations of state law, if the suspension is later upheld or is not appealed.

Amended: May 16, 2000

Ref: Missouri School Board Association Policy Manual File GCPD