

Attachment I
NOT VALID DUE TO WAIVER

Discipline, Suspension, and Dismissal of Professional Staff

The Charter Board shall follow procedures established by law for the suspension and dismissal of teachers [except to the extent that such procedures have been waived by Colorado Department of Education \(CDE.\)](#)

Full-time probationary teachers, currently employed by the Charter Board, shall be re-employed for the succeeding academic year at the appropriate salary unless the Charter Board does not renew the contract of such pursuant to law [unless such procedures have been waived by CDE.](#)

The [administrator](#) shall be authorized for good cause to suspend with pay or place on administrative leave a professional staff member as a disciplinary measure and/or pending an internal investigation when a professional staff member is accused of serious misconduct. The [administrator](#) shall report all such suspensions to the Charter Board at its next meeting and shall make a recommendation if further disciplinary action is warranted.

Teachers shall not be subject to any disciplinary proceeding including dismissal for actions, which were in good faith and in compliance with the Charter Board's discipline code, nor shall a contract non-renewal be based on such lawful actions.

Mandatory Reporting Requirements

If an employee is dismissed as a result of an allegation of unlawful behavior involving a child, including sexual behavior, which is supported by a preponderance of evidence, the [Administrator](#) is delegated the responsibility for immediately notifying the Colorado Department of Education (CDE) and for providing any information requested by the department concerning the circumstances of the dismissal. The Charter Board also shall notify the employee that information concerning the dismissal is being forwarded to CDE unless such notice would conflict with the confidentiality requirements of the Child Protection Act.

The [administrator](#) shall notify CDE whenever a licensed/certificated employee is dismissed for any of the following reasons:

1. The employee has been determined by a court to be mentally incompetent.
2. The individual is convicted, pleads nolo contendere or receives a deferred sentence for sexual offenses against a child as specifically set forth in the state board rules.

3. The individual pleads guilty or nolo contendere or is found guilty of a felony which renders the person unfit to be a licensed professional including but not limited to drug possession, felonies involving the use of firearms or deadly weapons, theft or fraud, child exploitation or pornography.
4. When the county department of social services or the local law enforcement agency reasonably believes that an incident of child abuse or neglect as occurred and the school employee is the suspected perpetrator and was acting in an official capacity as an employee of the [charter school](#).
5. When the Charter Board reasonably believes that an employee is guilty of unethical behavior or professional incompetence.

LEGAL REFS: C.R.S. 19-3-301 et seq. (Child Protection Act of 1987)
C.R.S. 22-32-109.7
C.R.S. 22-32-110(4)(C)
C.R.S. 22-63-103
C.R.S. 22-63-202(3)
C.R.S. 22-63-203
C.R.S. 22-63-301 et seq.
1 CCR 301-37, Rules 2202-R-15.05

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Lake George Charter School