

DISMISSAL OR DEMOTION OF STAFF

P4106

“A principal may dismiss or demote any teacher or other person assigned full-time to the school, subject to the review and approval of the superintendent; and subject to the provisions of this section, the superintendent may dismiss any employee of the school district. In the case of an employee whose duties require him to be assigned to more than one school, and in the case of teachers who teach in more than one school, those persons shall be considered under the supervision of the superintendent for all decisions relating to dismissal or demotion for cause.”

“A teacher who has been teaching in a school system for at least ninety calendar days shall not be dismissed unless he has been furnished with written notice of intent to dismiss and with an explanation of the grounds for dismissal in sufficient detail to permit the teacher to respond and documents relating to the grounds for dismissal, and, if he so requests, has been given a reasonable opportunity within ten school days after receiving such written notice to review the decision with the principal or the superintendent, as the case may be, and to present information pertaining to the bases for the decision and to the teacher’s status. The teacher receiving such notice may be represented by an attorney or other representative at such a meeting with the principal or superintendent. Teachers without professional status shall otherwise be deemed employees at will.”

Massachusetts General Law References:

M.G.L. 71:42 – Dismissal or Demotion of Employees by Principals and Superintendent; Review and Arbitration of Dismissal

Other References:

Westford Education Association Unit A (Teachers’) Agreement

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Policy Reviewed:

Policy Revised:

WESTFORD PUBLIC SCHOOLS

Westford, Massachusetts 01886