



Rationale

There may be occasions to terminate the employment of a principal for cause. In such situations there must be an unambiguous process available to the employer and the employee concerned.

Policy

The employment of a Principal may be terminated for cause.

The Superintendent may suspend a Principal and/or recommend termination of the Principal's employment to the Board of Directors.

A Principal whose employment is terminated will have the right of appeal.

Regulation

Suspension: When the Superintendent determines that sufficient cause exists to threaten the well-being of the school, he/she will suspend the **Principal** by:

- Appraising the Board of Directors and Local School Council Chairperson of the pending action and reasons.
- Informing the Principal of the suspension verbally and in writing.
- Suspending the Principal with **or without** pay. **If the suspension is without pay, the Board of Directors will either confirm or rescind the Superintendent's decision within twenty-four (24) hours of being informed.**
- Arranging for an interim Principal if no Vice-Principal is appointed.
- Reporting these actions to the Board of Directors.

2. **Termination:** After an investigation of the circumstances the Superintendent will:

- Appraise the Local School Council of the circumstances and in consultation with them then recommend to the Board of Directors that;
 - the Principal be re-instated with or without a written
 - reprimand
 - the Principal be terminated

3. **Hearing:** If the Recommendation of the Superintendent is to terminate employment, the Board of Directors will establish a date for a hearing



within seven (7) calendar days. (The date for the Hearing may be altered with the consent of both the Board of Directors and the Principal.)

- At the Hearing, the Board of Directors may have legal counsel present to advise it.
- At the hearing, the Principal may be accompanied by one representative who may speak and act on behalf of the Principal.
- The Principal shall have the right to hear all the allegations and evidence against him/her.
- The Principal shall have the right to present his/her case for retaining his/her employment as a Principal.
- At the conclusion of the Hearing, the Superintendent and the Principal and his/her representative will depart leaving the Board of Directors to make a decision in this matter. Legal counsel for the Board may remain to advise the Board and to respond to questions. However, he/she may not participate in making the final decision, which is reserved for the Board alone.
- The Board of Directors will promptly inform the superintendent of its decision and then the superintendent in turn will inform the Principal, in writing, of the Board’s decision and the reasons for the decision.

3. **Termination by Mutual Agreement:** If the working relationship between the school council and Principal becomes unsatisfactory both parties may agree to the termination of the Principal's **assignment**. Conditions of **the termination** agreement will be determined in consultation with the Superintendent. The Board of Directors **must approve the final terms of the agreement**.

Reference:	Approved: October 2003
	Date Revised: September 2009
Cross-reference:	Date Reviewed: March 2012