

Book	Policy Manual
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Title	Updated Copy of CANCELLATION OF A TEACHING CONTRACT
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3142 - **CANCELLATION OF A TEACHING CONTRACT**

The School Board recognizes its obligation to employ only those professional staff members best trained and equipped to meet the educational needs of the students of this Corporation. This policy and Policy 3131 – Reduction in Force ("RIF") in Certificated Staff address this obligation, and the Board will continue to employ only those "probationary", "professional", and "established" teachers who meet the performance standards established in the evaluation plan adopted by the Board.

Probationary Teacher:

"Probationary teacher" shall mean a teacher serving under contract as a teacher in the School Corporation who:

- A. is in the teacher's first or second year of full-time teaching in a classroom; and
- B. has not at any time before July 1, 2012, entered into a teaching contract for further services with the Corporation.

Professional Teacher:

"Professional Teacher" shall mean a teacher who is not a probationary teacher and enters into a contract under I.C. 20-28-6-2 with the Corporation.

Established Teacher:

"Established Teacher" shall mean an individual who:

- A. serves under contract as a teacher in the Corporation before July 1, 2012; and
- B. at any time before July 1, 2012, enters into a teacher's contract for further services with the Corporation.

An employment contract may be terminated, upon a majority vote of the Board, for ~~violation of the policies of the Board or for reasons set forth in law~~ any of the grounds set forth in I.C. 20-28-7.5-1. In such cases, the Board shall ~~abide by due process procedures.~~ comply with the procedure for cancellation provided in I.C. 20-28-7.5-2 through I.C. 20-28-7.5-5.

It will be the responsibility of the Superintendent to establish administrative guidelines which ensure that the proper standards have been applied and the proper procedures have been followed when a ~~principal~~ Principal makes a preliminary determination that a teacher's contract should be cancelled.

In acting on a ~~principal's~~ Principal's preliminary determination that a teacher's contract be cancelled, the Board ~~will be guided by~~ shall follow the procedure set out in I.C. 20-28-7.5-2 through I.C. 20-28-7.5-5.

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Legal I.C. 20-28-7.5-1, 20-28-7.5-2