

Policy 403 Dismissal of Employees

I. Licensed Employees on Continuing Contract

The termination or non-renewal of any licensed employee on continuing contract will be conducted as outlined in Minnesota Statute.

II. Other Employees

- A. Grounds for dismissal of other employees after the probationary period are only for cause.
- B. Grounds for immediate dismissal include but are not limited to:
 - 1. Dishonesty.
 - 2. Use or possession of illegal drugs or alcohol while on the job.
 - 3. Clear insubordination.
 - 4. Failure to pass any physical examination that may be required by the School Board.
- C. Grounds for dismissal are inefficiency or inability to meet acceptable standards of work and/or other items of similar gravity.

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Adopted: 2/14/05

School Board
INDEPENDENT SCHOOL DISTRICT 659
Northfield, Minnesota