SUPPORT STAFF – SUSPENSION AND DISMISSAL

Those employees who are members of a collective bargaining unit are covered by the negotiated agreement with the collective bargaining unit.

The board intends that reasonable assistance and proper supervision will diminish the need for suspension or dismissal. The evaluation procedures are established so as to assure open communication concerning failure to meet work expectations.

The Superintendent shall have the authority to terminate the employment of employees whose positions do not require them to hold certification from the New Hampshire Department of Education. This authority is subject to any standards for termination that are set forth in an applicable collective bargaining agreement or employment contract.

Employees whose services are terminated, except for a reduction in force, and are reemployed by the district shall return without seniority or accumulation of benefits.

Employees who are discharged or resign and give at least one pay period’s notice will be paid within 72 hours.