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	Gross Misconduct Policy	2019	2	Page 1 of 1	WMCHS-0018
		<b>Review Date:</b>			<b>Approved By:</b>
2024	Operations Committee				

A teacher, coach, or employee who engages in gross misconduct, gross incompetence, criminality, or insubordination is subject to the following summary termination policy:

**I. SUMMARY TERMINATION**

A. Procedure

1. Written complaint alleging gross misconduct, gross incompetence, criminality, or insubordination is prepared by the Administrator and served upon the employee
2. Meeting with the Administrator
  - a. Employee may present evidence rebutting the allegations
  - b. If the allegations are not rebutted the Administrator is empowered to summarily terminate the employment
  - c. The decision must be in writing and served on the employee

**II. APPEAL OF TERMINATION DECISION**

A. An employee receiving notice of termination and desiring to appeal the decision must follow the following procedure:

1. Request a Rehearing before the Administrator
  - a. The Administrator shall meet with the employee, consider all relevant evidence or information, and render a written decision
2. Request a Hearing before the Board
  - a. The Board President shall appoint an ad-hoc Appeal Committee of Board members to hear the appeal
  - b. The Appeal Committee shall hear the appeal and render a written decision
  - c. The Appeal Committee decision is final

**Adopted by Board: April 2013**