

Exhibit 11

Policy 3142 – Cancellation of a Teaching Contract (Revised)



Book	Policy Manual
Section	Policies for Board 37-2
Title	Copy of CANCELLATION OF A TEACHING CONTRACT
Code	po3142
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3142 - **CANCELLATION OF A TEACHING CONTRACT**

The Board recognizes its obligation to employ only those professional staff members best trained and equipped to meet the educational needs of its students. 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. either:

1. receives two (2) consecutive ratings of ineffective, as determined by the Corporation, on an annual evaluation under I.C. 20-28-11.5; or
2. 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 service 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 service 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. In such cases, the Board shall abide by due process procedures and such terms as may be set forth in a negotiated agreement.

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

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

To the extent a collective bargaining agreement is in effect which addresses cancellation of a teaching contract, the terms of the contract shall take precedence over the language of this section, to the extent and for the duration permitted by state statute.

Revised 3/15/12

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Legal	I.C. 20-28-6-7.5
	I.C. 20-28-6-8
	I.C. 20-28-7.5