

**NEW POLICY 3139**

**TEACHER DISCIPLINE, DEMOTION, OR DISMISSAL**

Teachers whose employment is regulated by the provisions of MCL §§38.71 through 38.191, inclusive, shall be disciplined, demoted or dismissed only for a reason that is not arbitrary or capricious. The Board shall not adopt, implement, or maintain a policy or standard for discipline, demotion, or dismissal of teachers that is different from the standard within Section 101 of the Michigan Teachers' Tenure Act.

The Superintendent or designee shall ensure that decisions regarding the discipline, demotion and dismissal of public employees whose employment is regulated by MCL §§38.71 through 38.191 are consistent with this policy and the legal authority cited above.

The development, content, standards, procedures, adoption and implementation of policies and procedures relating to the discipline, demotion and discharge of teachers, as well as administrative decisions concerning the discipline, demotion or dismissal of teachers, shall not be the subject of any terms and conditions within a collective bargaining agreement between the District and a collective bargaining representative of teachers.

The Superintendent or designee may develop and adopt administrative guidelines that detail the standards or procedures for the discipline, demotion, and/or dismissal of employees subject to this policy.

Source: MCL §§38.71-191; MCL §423.215(3)(m).

June 11, 2012