

GCQ—Professional Staff Termination of Employment

Property Rights

White Pine Charter School employs certificated and non-certificated staff at an “at-will” status. Expectation of employment beyond current contractual obligations does not exist. The Administrator carries the authority to terminate staff members for cause. Such action shall be reported to the Board at its next regularly scheduled meeting.

Property rights to employment do not extend beyond the contract signed between the Board and the employee, unless action to terminate occurs during the school year in which the employee has contracted to work. In which case, the Board shall pay out the remainder of the contract compensation. The only exception is the employee convicted of a felony or breach of the Idaho’s educators’ code of ethics shall be released from any and all contractual rights immediately.

Notice of Termination

The Administrator shall provide written notice at least 30 days prior to employee termination. If termination is based upon felony actions or breach of ethics, the Administrator may terminate employment without the 30-day notice.