

## Termination of Administrator's Contract

The Board shall evaluate each administrator annually as stipulated in Board policy and the administrator's contract. The Board, when desiring to release an administrator, shall be guided by the following whenever possible:

1. Base judgment on a written evaluation using the job description as a primary basis.
2. Submit to the administrator written judgments where improvements need to be made.
3. Provide a one-year probationary period, when possible, for rectification of those areas deemed deficient.
4. Conduct necessary conferences with the administrator at all times.
5. Submit to the administrator, in writing, the decision of the Board and the details for release from the position.

When the Board chooses to non-renew the administrator's contract, proper notification must be given pursuant to the state statutes.

The administrator may not be employed or dismissed except by a majority vote on the full membership of the Board. Modification or termination of the administrator's contract may be made by mutual agreement of both parties.

If an administrator is dismissed or nonrenewed based in whole or in part on evidence that he/she has engaged in immoral conduct, the district administrator (or Board President if it involves the district administrator) shall report the administrator to the State Superintendent of Public Instruction in accordance with state law requirements. Such report shall also be made if any of the following has occurred: (1) the administrator resigns and the district administrator (Board President if applicable) has a reasonable suspicion that the resignation relates to the administrator having engaged in immoral conduct; (2) the administrator is charged with a crime against children, a felony with a maximum prison term of at least five years or a crime in which the victim was a child; or, (3) the administrator convicted a crime described in (2) or of fourth degree sexual assault. For purposes of state law, "immoral conduct; means conduct that is contrary to commonly accepted moral or ethical standards and that endangers the health, safety, welfare or education of any student.

LEGAL REF.:	Sections	115.31	Wisconsin Statutes
		118.24	

## **223.2 Termination of Administrator's Contract**

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CROSS REF.:      223    Administrative Contracts  
                      225    District Administrator Evaluation  
                      225.1 Principal Evaluation

APPROVED:        November 18, 1987

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