

Suspension with Pay A term contract employee may be suspended with pay and placed on administrative leave by the Superintendent during an investigation of alleged misconduct by the employee or at any time the Superintendent determines that the District's best interest will be served by the suspension.

Good Cause Pursuant to its authority under Education Code 21.211(a), the Board establishes the following as good cause for termination of a term contract during its term:

1. An employee's failure to perform duties within the scope of employment that a person of ordinary prudence would have done under the same or similar circumstances.
2. Any employee conduct that is inconsistent with the continued existence of the employer/employee relationship, including without limitation:
 - a. Any sexual misconduct with a student.
 - b. Any conduct that endangers or has the potential to endanger the health or safety of one or more students.
3. Program change requiring reduction in personnel.
4. Repeated failure to comply with written or oral directives such that the needs of students or the effective operation of a campus of the District are compromised.
5. Termination of supplemental duties for which the employee receives a stipend in addition to the contracted salary.
6. Failure to meet any conditions or precedents established in the contract, such as a valid certificate or license for the assigned position.
7. Any other conduct or reason recognized as good cause for termination of a contract by the laws or the courts of the state of Texas.