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**Note:** This local policy has been revised in accordance with the District's [innovation plan](#).<sup>1</sup>

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**Suspension with Pay**

A term contract employee may be suspended or placed on administrative leave, with or without pay, by the Superintendent during an investigation of alleged misconduct by the employee or at any time the Superintendent determines that the District's best interests will be served by the suspension.

**Suspension without Pay or Termination During Contract**

A term contract employee may be suspended without pay or the contract of a professional employee terminated on a showing of good cause as determined by the Board. Reasons for termination during the contract term may include, but not be limited to, the following:

1. Immorality of such nature that it diminishes the value of the employee to the District or is inconsistent with the position of a teacher of minor students.
2. Conviction of any felony or other crime involving moral turpitude.
3. Habitual use of addictive drugs or hallucinogens.
4. Excessive use of alcoholic beverages.
5. Failure to comply with official directives and established Board policy, including, but not necessarily limited to DH(LOCAL) or any provision therein.
6. Willful failure to pay debts.
7. Physical or mental incapacity preventing the performance of the contract of employment for which the employee is not entitled to a leave of absence pursuant to Section 21.409 of the Education Code.
8. Failure to comply with such reasonable requirements as the Board may prescribe for achieving professional improvement and growth.
9. Repeated and continued neglect of duties.
10. Insubordination or other disruptive acts or behavior.
11. Failure of the employee to meet accepted standards of conduct for the professional as generally recognized and applied in the districts similarly situated in the state of Texas.
12. Necessary reduction of personnel by the District. In this event the procedures established in policy DFF(LOCAL) shall govern and control.

TERM CONTRACTS  
SUSPENSION/TERMINATION DURING CONTRACT

DFBA  
(LOCAL)

13. Failure to perform assigned duties at acceptable level as determined through established District evaluation procedures.
14. For other good cause as determined by the Board to be in the best interests of the District.

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<sup>1</sup> Innovation Plan: <https://www.irvingisd.net/DOI>