**Title: 4130 DISMISSAL AND SUSPENSION OF SCHOOL PERSONNEL AND VOLUNTEERS**

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|  | **4130 Dismissal and Suspension of School Personnel and Volunteers**  All Diocesan school personnel and volunteers are expected to conduct themselves at all times in accordance with Catholic morality and the rules and regulations of the school and the Diocese of Altoona-Johnstown and to avoid any embarrassment or scandal to the individual school or the Diocese.  Under ordinary circumstances, the Principal, as the agent of, and in consultation with either the Pastor or Board of Trustees in an elementary school or the Board of Trustees in a secondary school as well as the Director of Education and Human Resources, reserves the right to terminate the employment of a Professional Employee.  **CAUSES FOR TERMINATION**  The causes for termination of school personnel and volunteers are as follows:   1. Employer may immediately terminate an employee’s employment upon breach of contract by the employee or upon the closing of the school. 2. Employment contracts automatically terminate upon an employee’s death. 3. Contracts may be terminated at any time for cause, the determination shall be at the discretion of the Principal, and in consultation with the Bishop and the Diocesan Education Office. Reasons may include, but are not limited to: unsatisfactory performance, insubordination, conduct unbecoming an employee, inability to maintain discipline of students assigned to his/her class, frequent absenteeism, departing at times other than those stipulated by the school, intemperance, inability to deal amicably with staff, students or parents, conviction of a felony, negligence of duties, or unprofessional behavior. 4. In private life, the Teacher must maintain a standard of life which does not exhibit serious or public immorality, public scandal, or rejection of official teaching, doctrine, or laws of the Roman Catholic Church. A willful breach of this contractual obligation shall be grounds for the termination of this contract. 5. Staff and volunteers are included in this policy for termination. |