

Augsburg Fairview Academy Dismissal Policy

Faculty of Augsburg Fairview Academy who serve on the AFA school board shall not be dismissed from employment without the consent of the AFA school board.

Faculty and staff of Augsburg Fairview Academy who receive three consecutive satisfactory annual performance reviews from the **performance review committee** shall not be dismissed from employment without the consent of the AFA school board.

The **performance review committee** consists of three staff members: the Executive Director, Professional Development Coordinator, and any member of the faculty or staff chosen by the candidate. If exceptions to this rule should arise, the **performance review committee** will make prudent revisions to the procedure and propose changes to the policy, if necessary.

Full-time faculty and staff currently employed at Augsburg Fairview Academy who have had their contracts renewed are considered to have been given satisfactory performance reviews following each year of service. These years will be included in the total amount of satisfactory annual performance reviews.

Years of part-time service shall count as the equivalent fraction of a full-time year of service (e.g. two years at 0.5 F.T.E. = 1 year at 1.0 F.T.E). The sum of these fractions shall accumulate toward the required three years of service, so long as annual performance reviews are satisfactory.

Adopted by the board February 5, 2010

A handwritten signature in black ink, appearing to read "Kendra K. Perry", with a stylized flourish at the end.

Kendra K. Perry
School Board Secretary