

Teacher Employment Contract Policies

What reasons are provided in state policy for the dismissal of a teacher?

July 2020

This metric captures any causes for dismissal of a nonprobationary teacher as explicitly outlined in state policy. Data collection focuses on statute and regulation addressing teacher employment contracts. This does not include criminal code and may not include policy related to teacher licensure or misconduct. View the full 50-State Comparison: Teacher Employment Contract Policies [here](#).

STATE	WHAT REASONS ARE PROVIDED IN STATE POLICY FOR THE DISMISSAL OF A TEACHER?	CITATION
Alabama	A teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Justifiable decrease in the number of positions - Incompetency - Insubordination - Neglect of duty - Immorality - Failure to perform duties in a satisfactory manner - Other good and just cause - Revocation of Certificate 	Ala. Code § 16-24C-6 Ala. Code § 16-24C-10
Alaska	A teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Incompetency - Immorality - Noncompliance with school laws 	Alaska Stat. Ann. § 14.20.170
Arizona	A teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Immoral or unprofessional conduct - Inadequacy of classroom performance - Violation of the rules, regulations or policies of the governing board 	Ariz. Rev. Stat. Ann. § 15-539
Arkansas	A teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Reduction in force - Incompetent performance - Conduct that materially interferes with continued performance of teacher's duties - Repeated or material neglect of duty - Other just and reasonable cause 	Ark. Code Ann. § 6-17-1510

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California	A teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Immoral conduct - Criminal syndicalism - Dishonesty - Physical or mental condition - Unsatisfactory performance - Unprofessional conduct - Unfitness for service - Violation of school laws - Conviction of a felony - Alcoholism or drug abuse - Reduction in force or revenue 	Cal. Educ. Code § 44948.3 Cal. Educ. Code § 44932
Colorado	A teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Physical or mental disability - Incompetency - Neglect of duty - Immorality - Unsatisfactory performance - Insubordination - Felony conviction - Other good and just cause 	Colo. Rev. Stat. Ann. § 22-63-301
Connecticut	A tenured teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Inefficiency, incompetence or ineffectiveness - Insubordination against reasonable rules of the board of education - Moral misconduct - Disability, as shown by competent medical evidence - Elimination of the position or loss of position to another teacher - Other due and sufficient cause 	Conn. Gen. Stat. Ann. § 10-151
Delaware	A teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Immorality - Misconduct - Incompetence - Disloyalty - Neglect of duty - Willful and persistent insubordination - Reduction in force 	Del. Code Ann. tit. 14, § 1411
District of Columbia	Not specified in state policy.	
Florida	A teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Two consecutive annual performance evaluation ratings of "unsatisfactory" - Two annual performance evaluation ratings of "unsatisfactory" within a 3-year period, - Three consecutive annual performance evaluation ratings of "needs improvement" or a combination of "needs improvement" and "unsatisfactory" - Gross insubordination - Willful neglect of duty - Being convicted or found guilty of a crime involving moral turpitude 	Fla. Stat. Ann. § 1012.33 Fla. Stat. Ann. § 1012.335

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Georgia	A teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Incompetence - Insubordination - Willful neglect of duties - Immorality - Inciting, encouraging, or counseling students to violate any valid state law, municipal ordinance, or policy or rule of the local board of education - To reduce staff due to loss of students or cancellation of programs - Failure to secure and maintain necessary educational training - Any other good and sufficient cause 	Ga. Code Ann. § 20-2-940
Hawaii	A teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Inefficiency or Immorality - Willful violations of policies and rules of the department - Other just and good cause - Failure to return to service following a leave of absence, except when caused by illness - Decrease in the number of pupils - Other causes over which the department has no control 	Haw. Rev. Stat. Ann. § 302A-609
Idaho	A teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Unsatisfactory performance - Financial emergency - Failure to accept a renewable contract by the first day of June - Material violation of any lawful rules or regulations of the board of trustees or state board of education - Any conduct which could constitute grounds for revocation of a teaching certificate - Reduction in force 	Idaho Code Ann. § 33-513 Idaho Code Ann. § 33-515
Illinois	A teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Incompetency - Cruelty - Negligence - Immorality - Other sufficient cause - Lack of qualification - Reduction in Force - Unsatisfactory performance as determined by evaluations - Under optional alternative dismissal process for PERA evaluations: teacher has failed to complete a remediation plan with a rating equal or better than 'proficient'; the 'unsatisfactory' performance evaluation rating that preceded remediation resulted from a PERA evaluation, and; the school district has complied with pre-remediation and remediation activities and requirements. 	105 Ill. Comp. Stat. Ann. 5/10-22.4 105 Ill. Comp. Stat. Ann. 5/24-11 105 Ill. Comp. Stat. Ann. 5/24-16.5
Indiana	A teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Immorality - Insubordination - Incompetence (as determined by performance evaluations) - Neglect of duty - Conviction of a specific felony as listed in statute - Other good or just cause 	IC 20-28-7.5-1

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Iowa	<p>A teacher may be dismissed for just cause.</p> <p>Probationary teachers may be dismissed at the end of a school year without cause.</p>	<p>Iowa Code Ann. § 279.19</p> <p>Iowa Code Ann. § 279.15</p>
Kansas	Not specified in state policy.	
Kentucky	<p>A teacher may be dismissed for cause, including:</p> <ul style="list-style-type: none"> - Insubordination, including but not limited to violation of the school laws of the state or administrative regulations adopted by the Kentucky Board of Education, the Education Professional Standards Board, or lawful rules and regulations established by the local board of education for the operation of schools, or refusal to recognize or obey the authority of the superintendent, principal, or any other supervisory personnel of the board in the performance of their duties; - Immoral character or conduct unbecoming a teacher; - Physical or mental disability; or - Inefficiency - Incompetency - Neglect of duty 	Ky. Rev. Stat. Ann. § 161.790
Louisiana	<p>A teacher may be dismissed for cause, including:</p> <ul style="list-style-type: none"> - Poor performance - Willful neglect of duty - Incompetency - Dishonesty - Immorality - Being a member of, or contributing to, any group, organization, movement, or corporation that is by law or injunction prohibited from operating in the state of Louisiana. 	La. Stat. Ann. § 17:443
Maine	<p>A teacher may be dismissed for cause, including:</p> <ul style="list-style-type: none"> - Ineffective evaluation for two consecutive years - Unfit to teach - Services are no longer needed 	<p>Me. Rev. Stat. tit. 20-A, § 13703</p> <p>Me. Rev. Stat. tit. 20-A, § 13201</p> <p>Me. Rev. Stat. tit. 20-A, § 13202</p>
Maryland	<p>A teacher may be dismissed for cause, including:</p> <ul style="list-style-type: none"> - Immorality - Misconduct in office, including failing to report suspected child abuse - Insubordination - Incompetency - Willful neglect of duty 	Md. Code Ann., Educ. § 6-202

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Massachusetts	<p>A teacher may be dismissed for cause, including:</p> <ul style="list-style-type: none"> - Inefficiency - Incompetency - Incapacity - Conduct unbecoming a teacher - Insubordination or failure on the part of the teacher to satisfy teacher performance standards 	Mass. Gen. Laws Ann. ch. 71, § 42
Michigan	<p>A teacher can be dismissed for cause, including:</p> <ul style="list-style-type: none"> - Ineffectiveness - Conviction of crimes 	<p>Mich. Comp. Laws Ann. § 380.1249</p> <p>Mich. Comp. Laws Ann. § 38.101a</p>
Minnesota	<p>A teacher may be dismissed for cause, including:</p> <ul style="list-style-type: none"> - Inefficiency in teaching - Neglect of duty or persistent violation of school laws, rules regulations or directives - Conduct unbecoming a teacher which materially impairs the teacher's education effectiveness - Other good and sufficient grounds rendering the teacher unfit to perform the teaching duties. <p>Immediate discharge is required upon the following grounds:</p> <ul style="list-style-type: none"> - Immoral conduct - Insubordination - Conviction of a felony - Conduct unbecoming a teacher which requires the immediate removal of the teacher from classroom or other duties - Failure without justifiable cause to teacher without first securing the written release of the school board - Gross inefficiency which the teacher has failed to correct after reasonable notice - Willful neglect of duty - Continuing physical or mental disability subsequent to a 12 month leave of absence and inability to qualify for reinstatement 	Minn. Stat. Ann. § 122A.40
Mississippi	<p>A teacher may be dismissed for cause, including:</p> <ul style="list-style-type: none"> - Incompetence - Neglect of duty - Immoral conduct - Intemperance - Brutal treatment of pupil - Other good cause 	Miss. Code. Ann. § 37-9-59
Missouri	<p>A teacher may be dismissed for cause, including:</p> <ul style="list-style-type: none"> - Immorality - Incompetency - Inefficiency in line of duty - Violation of the published regulations of the school district - Violation of the laws of Missouri governing the public schools of the state - Physical or mental condition which incapacitates them from instructing or associating with children 	Mo. Ann. Stat. § 168.221

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Montana	A teacher may be dismissed for cause.	Mont. Code Ann. § 20-4-207
Nebraska	<p>A teacher may be dismissed for cause, including:</p> <ul style="list-style-type: none"> - Incompetency, including demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching skills - Neglect of duty - Unprofessional conduct - Insubordination - Immorality - Physical or mental incapacity - Failure to give evidence of professional growth - Other conduct which interferes substantially with the continued performance of duties 	Neb. Rev. Stat. Ann. § 79-824
Nevada	<p>A teacher may be dismissed for cause, including:</p> <ul style="list-style-type: none"> - Inefficiency - Immorality - Unprofessional conduct - Insubordination - Neglect of duty - Physical or mental incapacity - A justifiable decrease in the number of positions due to decreased enrollment or district reorganization - Conviction of a felony or of a crime involving moral turpitude - Inadequate performance - Evident unfitness for service - Failure to comply with such reasonable requirements as a board may prescribe - Failure to show normal improvement and evidence of professional training and growth - Advocating overthrow of the Government of the United States or of the State of Nevada by force, violence or other unlawful means, or the advocating or teaching of communism with the intent to indoctrinate pupils to subscribe to communistic philosophy - Any cause which constitutes grounds for the revocation of a teacher's license - Willful neglect or failure to observe and carry out the requirements of this title - Dishonesty - Intentional failure to observe and carry out the requirements of a plan to ensure the security of examinations and assessments - Gross misconduct - An intentional failure to report bullying or cyberbullying if the teacher or administrator witnessed the violation 	<p>Nev. Rev. Stat. Ann. § 391.750</p> <p>Nev. Rev. Stat. Ann. § 388.135</p>

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New Hampshire	<p>A teacher may be dismissed for cause, including:</p> <ul style="list-style-type: none"> - Immorality - Not satisfactorily maintaining the competency standards established by the school district - Not conforming to regulations - Convicted of homicide - An offense involving child sexual abuse images - Aggravated felonious sexual assault - Felonious sexual assault - Kidnapping 	N.H. Rev. Stat. Ann. § 189:13
New Jersey	<p>A teacher may be dismissed for cause, including:</p> <ul style="list-style-type: none"> - Inefficiency - Incapacity - Unbecoming conduct - Other just cause 	N.J. Stat. Ann. § 18A:6-10
New Mexico	<p>A teacher may be dismissed for cause, including:</p> <ul style="list-style-type: none"> - Any reason the school board deems sufficient for teachers with less than three years of experience - Just cause for teachers who have been employed for more than three years. Just cause is defined as a reason that is rationally related to a teacher's competence or turpitude or the proper performance of duties and that is not in violation of the school employee's civil or constitutional rights. 	<p>N.M. Stat. Ann. § 22-10A-2</p> <p>N.M. Stat. Ann. § 22-10A-24</p> <p>N.M. Stat. Ann. § 22-10A-22</p>
New York	<p>A teacher may be dismissed for cause, including:</p> <ul style="list-style-type: none"> - Insubordination - Immoral character or conduct unbecoming a teacher - Inefficiency - Incompetency - Neglect of duty - Unauthorized absence from duty or excessive lateness - Neglect of duty - Conduct unbecoming his position - Conduct prejudicial to the good order, efficiency or discipline of the service - Incompetent or inefficient service - A violation of the by-laws, rules or regulations of the city board, chancellor, or the community board - Any substantial cause that renders the employee unfit to perform his obligations properly to the service 	<p>N.Y. Educ. Law § 3014</p> <p>N.Y. Educ. Law § 2590-j (7)</p>

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North Carolina	<p>A teacher may be dismissed for cause, including:</p> <ul style="list-style-type: none"> - Inadequate performance - Immorality - Insubordination - Neglect of duty - Physical or mental incapacity - Habitual or excessive use of alcohol or nonmedical use of controlled substances - Conviction of a felony or a crime involving moral turpitude - Advocating the overthrow of the government of the United States or of the State of North Carolina by force or other unlawful means - Failure to fulfill the duties and responsibilities imposed upon teachers or school administrators by the General Statutes of this State. - Failure to comply with such reasonable requirements as the board may prescribe - Any cause which constitutes grounds for the revocation of the professional educator's license - Failure to maintain his or her license in a current status - Failure to repay money owed to the State - Providing false information or knowingly omitting a material fact on an application for employment or in response to a pre-employment inquiry - A justifiable decrease in the number of positions due to district reorganization, decreased enrollment, or decreased funding 	N.C. Gen. Stat. Ann. § 115C-325.4
North Dakota	<p>A teacher may be dismissed for cause, including:</p> <ul style="list-style-type: none"> - Specific findings documented in the teacher's performance evaluation - Needs of the district in justifying a reduction in the staff 	N.D. Cent. Code Ann. § 15.1-15-05
Ohio	<p>A teacher may be dismissed for good and just cause. The provisions of statute relating to the grounds for termination of the contract prevail over any conflicting provisions of a collective bargaining agreement.</p>	Ohio Rev. Code Ann. § 3319.16
Oklahoma	<p>A teacher may be dismissed for cause, including:</p> <ul style="list-style-type: none"> - Willful neglect of duty - Repeated negligence in performance of duty - Mental or physical abuse to a child - Incompetency - Instructional ineffectiveness - Unsatisfactory teaching performance - Commission of an act of moral turpitude - Abandonment of contract <p>Additionally, career teachers who have received a rating of ineffective for two consecutive years must be dismissed or not reemployed. Career teachers who have received a rating of needs improvement or lower for three consecutive years may be dismissed or not reemployed.</p> <p>Probationary teachers who have received a rating of ineffective for two consecutive years may be dismissed or not reemployed. Probationary teachers who do not attain career teacher status within four years may be dismissed or not reemployed.</p>	Okla. Stat. Ann. tit. 70, § 6-101.22

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Oregon	<p>A teacher may be dismissed for cause, including:</p> <ul style="list-style-type: none"> - Inefficiency - Immorality - Insubordination - Neglect of duty, including duties specified by written rule - Physical or mental incapacity - Conviction of a felony or of a crime - Inadequate performance - Failure to comply with such reasonable requirements as the board may prescribe to show normal improvement and evidence of professional training and growth - Any cause which constitutes grounds for the revocation of such contract teacher's teaching license. 	Or. Rev. Stat. Ann. § 342.865
Pennsylvania	<p>A teacher may be dismissed for cause, including:</p> <ul style="list-style-type: none"> - Immorality - Incompetence - Unsatisfactory teaching performance based on 2 consecutive ratings under an approved rating system - Intemperance - Cruelty - Persistent negligence in the performance of duties - Willful neglect of duties - Physical or mental disability as documented by competent medical evidence, which after reasonable accommodation of such disability as required by law substantially interferes with the employee's ability to perform the essential functions of his/her employment - Advocating of, or participating in, un-American or subversive doctrines - Conviction of a felony or acceptance of a guilty plea or nolo contendere therefore - Persistent and willful violation of, or failure to comply with, the school laws of the commonwealth 	24 Pa. Stat. Ann. § 11-1122
Puerto Rico	<p>A teacher may be dismissed for cause, including:</p> <ul style="list-style-type: none"> - Prevarication - Bribery - Immoral conduct - Incompetency - Negligence - Insubordination - Conviction by a court of law for any felony or misdemeanor involving moral turpitude - Disorderly or improper conduct, or actions that could be harmful to the reputation of the public education system of Puerto Rico - Holding a certificate through fraud or deceit 	§ 274 Procedure for cancellation of certificates Causes, 18 L.P.R.A. § 274
Rhode Island	A teacher may be dismissed for "good and just cause."	R.I. Gen. Laws Ann. § 16-13-3

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South Carolina	A teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Persistent neglect of duty - Willful violation of district rules and regulations - Drunkenness - Conviction of violating state or federal law - Gross immorality - Dishonesty - Illegal use, sale, or possession of drugs or narcotics 	S.C. Code Ann. § 59-25-430
South Dakota	A teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Breach of contract - Poor performance - Incompetency - Gross immorality - Unprofessional conduct - Insubordination - Neglect of duty - Violation of any policy or regulation of the school district 	S.D. Codified Laws § 13-43-6.1 S.D. Codified Laws § 13-43-6.5
Tennessee	A teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Incompetence - Inefficiency, which includes, but is not limited to, evaluations demonstrating an overall performance effectiveness level that is "below expectations" or "significantly below expectations" - Neglect of duty - Unprofessional conduct - Insubordination 	Tenn. Code Ann. § 49-5-501 Tenn. Code Ann. § 49-5-511
Texas	A teacher may be dismissed for "good cause"--defined as the failure to meet the accepted standards of conduct for the profession as generally recognized and applied in similarly situated school districts in this state.	Tex. Educ. Code Ann. § 21.156
Utah	A teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Unsatisfactory performance - Violation of work policies - Violation of school board policies, state board rules, or law - Violation of standards of ethical, moral, or professional conduct - Insubordination 	Utah Code Ann. § 53G-11-501 Utah Code Ann. § 53G-11-512
Vermont	A teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Incompetence - Conduct unbecoming a teacher - Failure to attend to duties - Failure to carry out reasonable orders and directions of the superintendent and school board 	Vt. Stat. Ann. tit. 16, § 1752
Virginia	A teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Incompetency - Immorality - Noncompliance with school laws and regulations - Conviction of a felony or a crime of moral turpitude - Other good and just cause. <p>In the case of a probationary teacher, the superintendent must factor in performance evaluations when making nonrenewal determinations.</p>	Va. Code Ann. § 22.1-303 Va. Code Ann. § 22.1-307

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Washington	A teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Probable cause as determined by the district superintendent - A performance rating below level 2 for 2 consecutive years--for a continuing contract employee with 5+ years of experience - Guilty plea or conviction of specified felonies 	Wash. Rev. Code Ann. § 28A.405.100 Wash. Rev. Code Ann. § 28A.405.210 Wash. Rev. Code Ann. § 28A.405.470 et seq.
West Virginia	A teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Immorality - Incompetency - Cruelty - Insubordination - Intemperance - Willful neglect of duty - Unsatisfactory performance - Finding of abuse by the Department of Health and Human Resources - Relevant misdemeanor conviction - Conviction of a felony 	W. Va. Code Ann. § 18A-2-8
Wisconsin	A teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Inefficiency - Immorality - Violation of reasonable regulations of the governing body of the school system or school - Other good cause 	Wis. Stat. Ann. § 118.23
Wyoming	A teacher may be dismissed for cause, including: <ul style="list-style-type: none"> - Incompetency - Neglect of duty - Immorality - Insubordination - Physical incapacity to perform job duties even with reasonable accommodation - Failure to perform duties in a satisfactory manner - Conviction of a felony - Any other good or just cause relating to the educational process. 	Wyo. Stat. Ann. § 21-7-110