

Causes for Dismissal

Tip Sheet from the Teacher Evaluation and Academic Freedom Committee

California Teachers Association



Causes for Dismissal

Permanent certificated school district employees may be dismissed for one or more of the following causes:

1. Immoral or unprofessional conduct
2. Criminal syndicalism
3. Dishonesty
4. Unsatisfactory performance
5. Evident unfitness for service
6. Physical or mental condition unfitting him/her to instruct or associate with children
7. Persistent violation of or refusal to obey state laws, or state or local board regulations
8. Conviction of a felony, or any crime involving moral turpitude
9. Advocating or teaching communism with intent to indoctrinate
10. Knowing membership in the Communist Party
11. Alcoholism or drug abuse making the employee unfit to instruct or associate with students

Morrison Standards for Fitness to Teach

- The likelihood that the conduct may have adversely affected students or fellow teachers
- The degree of such adversity anticipated.
- The proximity or remoteness in time of the conduct
- The type of teaching certificate held
- The extenuating or aggravating circumstances, if any
- The praiseworthiness or blameworthiness of the motives
- The likelihood of the recurrence of the questioned conduct
- The extent to which disciplinary action might inflict an adverse impact or chilling effect upon the constitutional rights of the teacher involved or other teachers

Know the Standards

CTA believes that teachers are entitled to due process in matters relating to their employment rights. As a California educator, you should know the causes that could lead to your discipline/dismissal. Use this tip sheet as a guide. If you are accused or feel threatened regarding these standards, contact your association immediately.