**Cause for Termination**

**School Code - Section 11-1122**

* Immorality
* Incompetency
* Unsatisfactory Performance
  + Two consecutive ratings of performance
  + Not less than 4 months apart
* Intemperance – lack of moderation or restraint
* 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 function of his/her employment
* Advocation of or participating in un-American or subversive doctrines
* Conviction of a felony or acceptance of a guilty plea
* Persistent and willful violation of or failure to comply with school laws of the Commonwealth
  + Official directives
  + Established policy of the board of directors