

**R 2-12-9 Termination for Cause**

Throughout the life of the contract, the Superintendent shall be subject to removal from office for good and just causes as provided by the law (immorality, incompetency, insubordination, intemperance or willful neglect of duty). The Superintendent shall have the right of procedural due process prior to termination, including a written statement of charges, at least ten days written notice in advance of the hearing, and a fair hearing before the Board. If the Superintendent chooses to be represented by legal counsel at the hearing, the expenses of such counsel shall be borne by the Superintendent.  
**(WVC §18-4-3)**