

The Columbia County Board of Education may terminate or suspend the employment of employees, having a contract of employment, for the following reasons:

1. Incompetency;
2. Insubordination;
3. Willful neglect of duties;
4. Immorality;
5. Inciting, encouraging or counseling students to violate any valid state law, municipal ordinance, or policy or rule of the Board of Education;
6. To reduce staff due to loss of students or cancellations of program;
7. Failure to secure and maintain necessary educational training; or
8. Any other good and sufficient cause.

Notice and Hearing

Before the discharge or suspension of any contractual employee, written notice of the charge(s) shall be given at least ten days before the date set for a hearing. The Columbia County Board of Education or its designee will hear all testimony relative to the charge and render a decision in accordance with regulations as specified in Code Section 20-2-940.

Counsel and Testimony

Any contractual employee against whom charges have been brought shall be entitled to be represented by counsel, and upon request, shall be entitled to have subpoenas or other compulsory process issued for attendance to witnesses and the production of documents and other evidence.

Superintendent's Power to Relieve from Duty Temporarily

The Superintendent of Schools may temporarily relieve from duty any contractual employee for any reason specified in this policy, pending a hearing by the Board of Education, in those cases where the charges are of such seriousness or other circumstances exist which indicate that such employee could not be permitted to continue to perform assigned duties, pending hearing, without danger of disruption or other serious harm to the school, its mission, students, or other personnel. Such action by the Superintendent shall be communicated to the

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employee in writing and shall not extend for a period in excess of ten working days, and during such period, the Board of Education will conduct a hearing on the charges in the same manner as described in this policy, except that notice of the time and place of hearing shall be given at least three days prior to the hearing.

Appeals

Decisions of the Columbia County Board of Education may be appealed to the State Board of Education in accordance with Code Section 20-2-1160 and the rules and regulations of the State Board governing appeals.

O.C.G.A. 20-2-940

PROCEDURE: YES

ADOPTED: 5/10/88

REVISED: 10/01/97