

BOARD POLICY

Descriptive Code: GCK

SUSPENSION/TERMINATION
(AUXILIARY PERSONNEL)

DATE: December 8, 2009

The Superintendent can temporarily suspend and relieve from duty or terminate, pending Board approval, any auxiliary employee who fails to comply with employment expectations and rules, who fails to perform assigned duties, **or for any other good and sufficient cause.** The Superintendent must notify the employee in writing of such action and include the date that the Board of Education is expected to take action on the recommendation for termination. Auxiliary employees who have maintained continuous employment for a minimum of twenty-four months shall be afforded the right to have their termination or resignation in lieu of termination reviewed by the Columbia County Board of Education. **Upon good cause, the Board may grant such employees the opportunity of an appeal hearing.** Employees with less than twenty-four months of continuous employment will be limited to a review before the Deputy Superintendent of Schools. **Employees who abandon their position forfeit their right to request an appeal hearing.**

Nothing in this policy shall grant the right to continued employment or change the legal status of at-will employees. The employment action of the Superintendent will remain in effect during the review process and final action of the Columbia County Board of Education.

PROCEDURE: YES (NEW 4-13-04)

ADOPTED: 1/1/76

REVISED: 5/10/88, 10/01/97, 8/10/99, 4/13/04, 9/11/07

Columbia County Board of Education