

Marion County Board of Education

Monitoring:

Descriptor Term:

Descriptor Code:

Issued Date:

**Review:
Annually,
in February**

**Suspension/Dismissal of
Non-Certified Employees**

5.202

09/09/13

Rescinds:

Issued:

5.202

05/20/03

All classified employees of the of the Marion County Board of Education are under the authority of the Director of Marion County Schools who may hire, direct and control, transfer, suspend or dismiss them in his sole discretion. No classified employee will be employed under a contract or have any expectation of continued employment.

Notwithstanding the Director's broad authority to hire, direct and control, suspend or dismiss classified personnel, if the Director elects to terminate a classified employee for any reason that would preclude future employment with the Marion County Department of Education or that might disqualify the employee from receiving unemployment benefits, then the Director shall first require the employee's supervisor to provide the employee with written notice that the Director is considering terminating the employee for cause along with a summary of the allegations supporting termination. Within ten (10) days of the Director's notice, the employee may request a meeting with the Director to discuss the allegations. The employee may refute the charges, request the Director to impose some lesser discipline, or simply ask for an explanation of the Director's decision. At the Director's option, the Director may require the employee's supervisor to be present and may permit the employee to bring witnesses to speak on the employee's behalf. After meeting with the employee, the Director may conduct whatever additional investigation he/she deems necessary and appropriate. After the Director believes he/she has investigated the charges against the employee and has heard the employee's position on the charges, the Director shall render his decision in writing. The Director's decision shall be final.