

CHAPTER 6.00 – HUMAN RESOURCES

SUSPENSION/TERMINATION/SEPARATION

6.50

- I. The Dale County Board of Education may, upon the recommendation of the Superintendent, suspend or terminate employees who have earned tenure or non-probationary status or are principals serving under contract for the following reasons:
 - A. Immorality;
 - B. Incompetence;
 - C. Insubordination;
 - D. Neglect of duty;
 - E. Failure to perform duties in a satisfactory manner;
 - F. Justifiable decrease in the number of positions in the system (for contract principals, decrease must be due to decreased enrollment or funding); and
 - G. Other good and just cause.
- II. Non-Probationary Contract Principals and Probationary Principals may be terminated as provided for in Alabama Code § 16-24B-3, and case law interpreting the same.
- III. Notification to the Dale County School System employee of the proposed termination and his/her hearing rights will be governed by applicable state law.
- IV. The Superintendent has authority to temporarily suspend Dale County School System personnel when in his/her opinion, the circumstances necessitate immediate action. Such suspension shall be without loss of pay pending a hearing by the Dale County Board of Education upon the charges filed by the Superintendent.
- V. The Dale County Board of Education may, upon the recommendation of the Superintendent, end its employment relationship with employees who have not earned tenure or non-probationary status by providing the appropriate notice and process required under state law and/or contract.

STATUTORY AUTHORITY:

**CODE OF ALABAMA
16-1-30**

LAW(S) IMPLEMENTED:

CODE OF ALABAMA

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**16-4-8, 16-11-17, 16-12-16
16-24-1, et seq., 16-24B-3,
36-26-101, 104, 108**

ALABAMA ADMINISTRATIVE PROCEDURE ACT: _____

HISTORY:

**ADOPTED: Dec 16, 2008
REVISION DATE(S): _____
FORMERLY: NEW**