SUSPENSION/TERMINATION/SEPARATION

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
CHAPTER 6.00 – HUMAN RESOURCES

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