

CHAPTER 6.00 – HUMAN RESOURCES

SUSPENSION/TERMINATION/SEPARATION

6.50

- I. The Board may suspend or terminate employees who have earned tenure or non-probationary status or who are principals serving under contract for the following reasons:
 - A. Immorality;
 - B. Incompetency;
 - 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. Contract principals may be terminated prior to the expiration of the contract for any of the following reasons:
 - A. Conviction of a felony or a crime involving moral turpitude;
 - B. Failure to fulfill the duties and responsibilities imposed upon principals by Alabama code; and
 - C. Failure to maintain his/her certificate in a current status.
 - D. Willful failure to comply with Board policy.
- III. Notification to the employee of the proposed termination and his/her hearing rights will be governed by applicable state law.
- IV. The Superintendent has authority to suspend temporarily 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 Board upon the charges filed by the Superintendent.
- V. The Board may end its employment relationship with employees who have not earned tenure or who are serving in a probationary capacity by providing the appropriate notice required under state law or contract.

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- VI. At end of the probationary period the Board may end its employment with principals for any reason or without giving a reason. If the Board does not end the employment with a probationary principal as prescribed by law, then a contract of not less than three (3) years must be offered the principal.
- VII. After the Board has entered into a three (3) year (or multi-year) contract with the principal, the Board may non-renew the employment relationship with the principal in the following manner:
- A. By providing written notification with reasons at least ninety (90) days before the end of the existing contract. The reason(s) may be any reason(s) other than those that are personal or political. The Board is not required to hold a hearing subject to this action.
 - B. After receiving the reasons for non-renewal, the principal can seek a non-jury expedited court hearing to demonstrate that non-renewal is for personal or political reasons.
 - C. The hearing before the court must be held within forty-five (45) days following the action of the Board.

STATUTORY AUTHORITY:

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

LAW(S) IMPLEMENTED:

**CODE OF ALABAMA
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: October 18, 2006
REVISION DATE(S): _____
FORMERLY: CGM, CGN, GAN, GBL, GCI**