DISCIPLINE, SUSPENSION AND DISMISSAL OF PROFESSIONAL STAFF

Code **GCQF** *Revised* **11/25**

Purpose: To establish the basic structure for discipline, suspension and dismissal of professional staff in order to ensure accountability for due process as well as a quality educational program.

It is the responsibility of the school administration to operate the public schools of the district in a manner that will maintain a broad community confidence in and support of the public schools of the district. In the absence of such support, the district cannot maintain a strong, effective public education program.

Therefore, it is the policy of the board to remove from employment any professional staff member who fails or who may be incompetent to give instruction in accordance with the directions of the superintendent or who otherwise manifests an evident unfitness for teaching.

Any action of the district under this policy will be taken pursuant to the provisions of the Teacher Employment and Dismissal Act, S.C. Code of Laws, 1976, as amended, Section 59-25-410, et seq., the dismissal or non-renewal of certified employees who held induction or annual contracts will be carried out in accordance with SC Code Section 59-26-40.

Adopted 2/2/98; Revised 3/4/13; 11/10/25

Legal references:

A. S.C. Code of Laws, 1976, as amended:
    1. Section 59-18-1300 – District accountability system.
    2. Section 59-25-150 – State board of education may revoke/suspend certificate for just cause.
    3. Section 59-25-160 – Revocation or suspension of certificate; "just cause" defined.
    4. Section 59-25-410 et seq. – Teacher Employment and Dismissal Act.
    5. Section 59-26-40 – Induction, annual and continuing contracts; termination of employment for annual contract teachers; hearing.
B. State Board of Education Regulations:
    1. R-43-58 – Disciplinary action on educator certificates.
    2. R-43-58.1 – Reporting terminations of certain district employees.