

Wilson County Board of Education

Policy Description: Suspension/Dismissal of Non-Certified Employees	Policy Number: 5.202	Amended Date: 06/04/07
	Rescinds: Classified p. 15/700-10-1	Issued: 08/96

1 **SUSPENSION**

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3 The director of schools may suspend an employee at any time when deemed necessary.¹ Before an employee
4 is suspended she/he shall be given due process.

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6 Under no circumstances shall the director of schools suspend an employee with pay. If reinstated, the
7 employee shall be paid full salary for the period of suspension, unless suspension without pay is deemed to be
8 an appropriate penalty.

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10 **DISMISSAL**

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12 The director of schools may dismiss any classified employee during the contract year for incompetence,
13 inefficiency, insubordination, improper conduct² or neglect of duty.

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15 The director of schools may choose to allow the employee to request a hearing. Requests for hearings must be
16 filed in writing within ten (10) days of notification of dismissal. The director of schools shall provide written
17 notification of his decision within ten (10) days.

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25 (NOTE: Non-renewal of support personnel is not dismissal and does not follow the procedures outlined in this
26 policy.)

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¹ TCA 49-2-301(f)(1)(EE)

² TCA 49-2-301(b)(1)(GG0)(i)