

REGULATION
Classified Personnel Separation

Descriptor Term: GCN-R(1)
Date: XXXXXX XX, 2024

Classified Personnel Separation

To the extent possible, the Bibb County School District ("District") makes every effort to implement progressive disciplining before making an adverse decision regarding an employee's employment status.

Progressive discipline is a system of discipline where the penalties increase upon repeat occurrences. For example, rather than terminating employees for first or minor infractions, there is a system of escalating responses intended to correct the negative behavior rather than to punish the employee.

Steps of the Progressive Discipline Process may include:

1. Verbal Reminder
2. Written Reminder
3. Final Written Reminder
4. Suspension
5. Termination

Given the circumstances, an employee may be separated without going through this process or any step in this process.