

Board Policy GBN: Professional Personnel Termination

Status: ADOPTED

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Termination of professional personnel shall comply with District policies and all applicable federal, state, and local laws and regulations. For purposes of this policy, professional personnel include teachers, administrators, and other professional personnel certificated by the Georgia Professional Standards Commission, who are under contract with the Bibb County School District.

Termination of classified (non-certificated) personnel is governed by Policy GCN.

Termination

The procedures to be followed when a teacher, administrator, or other employee having a contract for a definite period of time is to be dismissed are set forth in O.C.G.A. § 20-2-940 ("Fair Dismissal Act").

Nonrenewal of Contract

Professional personnel who are employed under contract and who will not have their contracts renewed will be given written notification of such intention by May 15, or as otherwise required by law.

In the event of an employee's separation for any reason, the employee will be expected to comply with any and all laws, rules, policies, and regulations prior to departure. Prior to departure, the employee may be asked to participate in an exit interview with the Human Resources Department for the purpose of obtaining feedback on school operations, benefits, and possible suggestions for improvements. An exit interview is always available upon the request of the departing employee.

Regulations as to the specific procedure to be followed in the separation process may be determined by the Superintendent.
