

HUMAN RESOURCES

Certificated Personnel

Dismissal/Non-renewal of Contract

- I. Teachers, principals, supervisors, and other employees who are required by the Virginia Board of Education to hold a certificate to be employed in such positions may be dismissed for incompetency, immorality, noncompliance with school laws and regulations, disability as shown by competent medical evidence when in compliance with federal law, conviction of a felony or a crime of moral turpitude, or other good and just cause.
- II. Contracts of certificated teachers, principals, or supervisors who have not reached continuing contract status may be non-renewed with or without cause, in accordance with the Code of Virginia.
- III. Teachers, principals, supervisors and other certificated employees may be terminated, regardless of contract status, when there is a decrease in enrollment, abolition or reduction in classes, or of particular subjects or programs, or insufficient funding.
- IV. When a principal or supervisor decides to recommend the dismissal of a teacher or the non-renewal of a teacher's contract, the principal/supervisor will confer with the appropriate Associate Superintendent and the Associate Superintendent for Human Resources (or designee). If the appropriate Associate Superintendent agrees, the recommendation will be forwarded to the Division Superintendent. The Division Superintendent shall make a decision regarding the appropriate course of action. If the Division Superintendent decides to recommend to the School Board that a teacher be dismissed or that a teacher's contract be non-renewed, the Associate Superintendent for Human Resources (or designee) shall coordinate the procedural aspects of the dismissal/non-renewal.

The Associate Superintendent for Human Resources (or designee) is responsible for monitoring and implementing this regulation.

The Associate Superintendent for Human Resources (or designee) is responsible for reviewing this regulation in 2011.