

**TERRELL COUNTY BOARD POLICY
Professional Personnel Separation**

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Professional Personnel Temporary Removal or Separation

The Superintendent may temporarily remove a teacher or other certificated or contracted personnel, with pay, for a period not to exceed ten (10) working days for any reason which would constitute grounds for discharge “in those cases where the charges are of such seriousness or other circumstances exist which indicate that such teacher or employee should not be permitted to continue to perform his duties pending a hearing without danger of disruption or other serious harm to the school, its mission, pupils, or personnel.” These grounds may include, but are not limited to:

- acts of immorality by the employee, including commission of any criminal act of moral turpitude; or,
- any other criminal act that satisfies the conditions of this policy as set forth above or the Fair Dismissal Act; or,
- failure to promptly and fully report any arrest, charge, conviction, indictment, binding over by or to a grand jury or plea in connection with any criminal offense, and in accordance with this policy manual, state or federal law, regulation, rule or policy.

The Superintendent must notify the employee in writing of such action following the procedures outlined in the Fair Dismissal Law, except that notice of the hearing must come at least three days prior to the hearing.

The period of removal from duty cannot exceed ten (10) working days and during that period of time it is the duty of the Board to conduct the hearing of the charges in the same manner as provided for in the Fair Dismissal Law. During this temporary removal, the employee shall be paid all sums to which they are otherwise entitled. If the hearing is delayed after the ten-day period at the request of the employee, then the employee will not be paid beyond the ten-day period unless the employee is ultimately reinstated by the Board, in which case the employee will receive all compensation to which they are otherwise entitled.

All personnel decisions shall be made in accordance with any rights that may exist under Georgia's Fair Dismissal Act.