

Williamson County Board of Education



Adopted Date:
11/19/01
Rev. 6/18/12; Editorial
6/5/14

5.201

DISMISSAL OF EMPLOYEES
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1 **I. DISMISSAL OF TEACHERS**

2 No employee shall be dismissed during the course of a contract by the Superintendent of Schools
3 without first receiving written notice of the charge or charges and an opportunity for defense. The
4 causes for which a teacher may be dismissed are incompetence, inefficiency, neglect of duty,
5 unprofessional conduct, and insubordination.
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7 **NON-TENURED TEACHERS**

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10 A non-tenured teacher who has been given notice of charges may within thirty (30) days after
11 receipt of notice give written notice to the Superintendent of Schools of his/her request for a
12 hearing.
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14 The Superintendent of Schools shall within five (5) days after receipt of request, indicate the place
15 of such hearing and set a convenient date, which shall not be later than thirty (30) days following
16 receipt of notice requesting a hearing.
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18 **TENURED TEACHERS**

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21 No tenured teacher shall be dismissed or suspended except as provided herein below:
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23 The Superintendent of Schools may suspend a tenured teacher at any time that may seem
24 necessary, pending investigation or final disposition of a case before the board or an appeal. If
25 vindicated or reinstated, the tenured teacher shall be paid the full salary for the period during which
26 the tenured teacher was suspended.
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28 The Superintendent of Schools may recommend to the Board of Education ("Board") the dismissal
29 of a tenured teacher. When charges are made to the Board against a tenured teacher, charging
30 the tenured teacher with offenses which would justify dismissal, the charges shall be made in
31 writing, specifically stating the offenses which are charged, and shall be signed by the party or
32 parties making the charges.
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35 If, in the opinion of the Board, charges are of such nature as to warrant the dismissal of the tenured
36 teacher, the Superintendent of Schools shall give the tenured teacher a written notice of this
37 decision, together with a copy of the charges, and a form advising the tenured teacher as to the
38 tenured teacher's legal duties, rights and recourse.
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40 A tenured teacher, having received notice of charges pursuant to TCA 49-5-511, may, within thirty
41 (30) days after receipt of notice, demand a hearing before an impartial hearing officer selected by
42 the Board. The procedure to be followed at said hearing shall follow the requirements set out in
43 TCA 49-5-512.
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II. DISMISSAL OF CLASSIFIED EMPLOYEES

Classified employees are at-will employees, and serve at the will of the Superintendent of Schools for an indefinite period of time. In short, classified employees may be dismissed as the result of a reduction in force, breach of discipline, for any reason or for no reason at all. Classified employees will be notified in writing of their dismissal.

Classified employees who are notified that their services are no longer required may request a reconsideration of that decision by the Superintendent of Schools. Such request must be made in writing within ten (10) working days from the date shown on the notice to the employee.

Legal References:

TCA 49-2-301
TCA 49-5-511 through 513

Cross References:

5.1064 Discipline Procedures For Classified Employees
5.116 Reduction in Staff

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