HUMAN RESOURCES

Employment Actions and/or Records

Suspension of Employees

This policy supersedes Policy 4270.3.

I. PURPOSE

To establish guidelines for the suspension of an employee.

II. SUMMARY OF CHANGES SINCE LAST PUBLICATION

- A Philosophy section has been added.

III. PHILOSOPHY

The School Board affirms its belief that ensuring a safe, supportive, and ethical learning environment that protects the well-being, rights, and dignity of every child is paramount, as is maintaining a fair and transparent system of accountability for those entrusted with their care and education.

IV. DEFINITION OF SUSPENSION

Suspension is a period of enforced leave without pay. Employees may be suspended when the safety and/or welfare of the school division or its students are threatened; when the employee has been charged with a felony, a crime of moral turpitude, or any offense involving the sexual molestation, physical or sexual abuse, or rape of a child; or when the employee's conduct requires disciplinary action or constitutes just cause for suspension.

V. PROCEDURES FOR SUSPENSION

A. Teaching Employees

Teachers may be suspended in accordance with procedures outlined in Virginia Code, Section 22.1-315. The Superintendent is authorized to suspend any teacher who is charged with a felony, a crime of moral turpitude, or any offense involving the sexual molestation, physical or sexual abuse, or rape of a child. The teacher will be provided notice of such suspension and will be given an opportunity to respond. In all cases not involving criminal charges, a teacher who is suspended will be provided an opportunity for a hearing before the School Board, consistent with requirements of the Virginia Code.

B. Nonteaching Employees

The Superintendent may suspend a nonteaching employee or a teaching employee whose work is not covered by a regular annual or continuing classroom teaching contract for the school year, for any of the reasons described in section III. In no case will an employee be suspended without first being provided notice and an opportunity to respond.

Legal reference: Code of Virginia, Section 22.1-315

Cross Reference: Regulation 4293, Dismissal--Definition of Just Cause

Policy
Adopted: July 1, 1986
Revised: November 21, 1991
Corrected April 18, 2001
Reviewed: February 28, 2008
Revised: January 22, 2026

FAIRFAX COUNTY SCHOOL BOARD