Human Resources

Employment Actions and Records

Discontinuance of Employment

This policy supersedes Policy 4290.5.

I. PURPOSE

To establish procedures to accommodate the resignation, retirement, nonrenewal, dismissal, or other termination of school system employees.

II. SUMMARY OF CHANGES SINCE LAST PUBLICATION

- A Philosophy section has been added
- Organizational changes are reflected.
- Collective Bargaining has been acknowledged.
- Legal references have been updated.

III. PHILOSOPHY

The School Board recognizes that the Superintendent must balance organizational efficiency and employee rights in a systematic and fair process.

IV. AUTHORITY FOR DISCONTINUANCE OF EMPLOYMENT

The Division Superintendent may act on resignations and retirements of school system employees, subject to final approval of the School Board when necessary.

The Superintendent is authorized to develop procedures and make recommendations to the School Board regarding nonrenewal, dismissal, or other termination of teachers and educational administrators. Procedures will be consistent with the terms of any applicable collective bargaining agreement. For all other school system employees, the Superintendent is authorized to develop and implement procedures regarding dismissal or other termination of employment within the parameters agreed upon in any collective bargaining agreement when applicable.

Legal reference: Code of Virginia Sections 22.1-294, 22.1-304, 22.1-305, 22.1-307 to 22.1-313

Policy
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Reviewed
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Reviewed: April 25, 2019
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FAIRFAX COUNTY SCHOOL BOARD