Policy 4290.~~4~~5
School Board

Human Resources

Employment Actions and Records

Discontinuance of Employment

This policy supersedes Policy 4290.~~4~~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.

~~This policy has been reviewed, and there are no changes at this time.~~

III. PHILOSOPHY

The School Board recognizes that the Superintendent must ~~has to~~ balance organizational efficiency, and employee rights. ~~The Discontinuance of Employment policy allows these practices to happen~~ in a systematic and fair process.

~~The Office of the Chief Human Resources Officer has to balance organizational efficiency, and employee rights. The Discontinuance of Employment policy allows these practices to happen in a systematic and fair process.~~

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~~III.~~IV. AUTHORITY FOR DISCONTINUANCE OF EMPLOYMENT

The Division Superintendent~~, the assistant superintendent, Department of~~Chief ~~Human Resources~~ Officer~~, or their designee,~~ may act on resignations and retirements of school system employees, subject to final approval of the School Board when necessary.

The ~~Division~~ 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 ~~Division~~ 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, s Sections 22.1-294, 22.1-304, 22.1-305, 22.1-307 to 22.1-309, 22.1-313

Policy
adopted: July 1, 1986
Revised: February 13, 1992
Revised: May 23, 1996
Reviewed
and corrected: December 8, 2006
Reviewed: February 23, 2012
Reviewed: April 25, 2019
Revised: January 22, 2026

FAIRFAX COUNTY SCHOOL BOARD