

<p style="text-align: center;">CASWELL COUNTY SCHOOLS BOARD OF EDUCATION POLICY</p>	<p style="text-align: center;"><u>PERSONNEL</u> Legal Counsel for Employees</p>	<p style="text-align: center;">714</p>
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School employees, by the very nature of their roles, are often required to make decisions or to be involved in situations that potentially could result in litigation. The Board of Public Education in response to this special employment liability authorizes the Superintendent to retain legal counsel through the trial court level for any employee, provided that the Superintendent can articulate reasons that support the employee in the matter being litigated. These reasons may include, but are not limited to:

1. The employee operating within his legal capacity as defined by the Board policy and state statutes;
2. The employee operating in good faith and in a manner comparable to a reasonable and prudent person;
3. Any situation deemed to be in retribution or retaliation to the employee for performing his legal responsibilities.

Should circumstances change during an investigation or trial, the Superintendent is authorized to discontinue legal support provided by the Board of Education.