

TYLER COUNTY POLICY: GAF

SUSPENSION AND DISMISSAL

The School Laws of West Virginia 18A-2-7 authorize the Superintendent to suspend an employee for a maximum of thirty (30) school days, pending approval of the Board of Education. The grounds for suspension and possible dismissal are delineated in West Virginia Code 18A-2-8, and include: immorality, incompetency, cruelty, insubordination, intemperance, willful neglect of duty, unsatisfactory performance, the conviction of a felony or guilty plea or a plea of nolo contendere to a felony charge.

The Superintendent shall notify the employee, in writing, of the reasons for the suspension and shall file the charges with the Board as soon as practical. The employee will be provided an opportunity for a hearing with the Board, prior to their making a decision to either uphold or rescind the suspension or to dismiss the employee.

Within two (2) days after presentation of the charges and recommendation to the Board, the charges shall be stated in writing served upon the employee. The employee shall be given an opportunity, within five days of receiving such written notice, to request in writing, a level four hearing.

Procedures for an Employee Due Process Hearing are delineated in the Administrative Procedures Manual.

REFERENCE: West Virginia Code 18A-2-7 and 18A-2-8

DATE: 3/21/16, 3/18/13, 4/2/07, 4/1/96