

## PERSONNEL

A. Licensed Personnel

In the event the division superintendent determines to recommend the dismissal of any teacher or the placing on probation of a teacher on continuing contract the procedures set forth in the Code of Virginia at § 22.1-309 through 22.1-313 cited as legal references at 5-3 of this manual shall apply.

A majority vote of the board membership is necessary for dismissal or placement on probation.

B. Classified Personnel

The superintendent may place on probation or dismiss classified personnel when it is deemed that such action is in the best interest of the school division.

For matters specified as grievable classified employees shall have access to grievance procedures as established in division regulation R 5-3.2.

Legal Reference:

Code of Va., § 22.1-253.13:7. Standard 7. Policy Manual.--. . . C. Each local school board shall maintain and follow an up-to-date policy manual. All policy manuals shall be reviewed at least every five years and revised as needed. The policy manual shall include, but not be limited to:

1. Valid copies of Article 3 (§ 22.1-306 et seq.) of Chapter 15 of this title, concerning grievances, dismissal, etc., of teachers, and the implementation procedure prescribed by the General Assembly and the Board of Education; and . . . ." (1992)

Code of Va., § 22.1-307. Dismissal, etc., of teacher; grounds. - A. Teachers may be dismissed or placed on probation for incompetency, immorality, noncompliance with school laws and regulations, disability as shown by competent medical evidence when in compliance with federal law, conviction of a felony or a crime of moral turpitude or other good and just cause. No teacher shall be dismissed or placed on probation solely on the basis of the teacher's refusal to submit to a polygraph examination requested by the school board.

B. For the purposes of this article, "incompetency" may be construed to include, but shall not be limited to, consistent failure to meet the endorsement requirements for the position or performance that is documented through evaluation to be consistently less than satisfactory. (1996)

Adopted by School Board: January 6, 1981

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Dismissal or Placement on Probation