

POLICY	BOARD OF EDUCATION OF FREDERICK COUNTY, MARYLAND
DISMISSAL OR SUSPENSION	SECTION 305
305.1 Dismissal or Suspension of Professional Personnel 305.2 Suspension with Pay 305.3 Suspension without Pay	Adopted: 10/12/05 Reviewed: 9/26/05

305.1 Dismissal or Suspension of Professional Personnel

(Section 6-202, Education Article)

The board may, on the recommendation of the superintendent, suspend or dismiss any teacher, principal, supervisor, assistant superintendent or other professional assistant for immorality, misconduct in office (including knowingly failing to report suspected child abuse and neglect), insubordination, incompetency, or willful neglect of duty. The employee shall receive a copy of the charges and may within ten (10) days request a hearing. The hearing shall be scheduled with at least ten (10) days' notice. The employee shall have the opportunity to be heard before the board, in person or by counsel, and to bring witnesses.

- A. The word "dismiss" refers only to a discharge during a contract year and not to a termination of the contract at the end of a probationary period or other nontenured period.
- B. Certificated teachers who have served more than two years, or three years where designated, have a right to continuous tenure and may be removed only for cause. The term "for cause" as used in this section includes immorality, misconduct in office (including knowingly failure to report suspected child abuse), insubordination, incompetency, or willful neglect of duty.

305.2 Suspension with Pay

The superintendent may suspend, with pay, for cause, pending investigations which could lead to the recommendation for suspension without pay, or to dismissal. The person suspended must be notified in writing concerning the cause.

305.3 Suspension without Pay

- A. The superintendent may suspend professional certificated personnel without pay for cause but should only do so pending consideration by the board of dismissal or some longer suspension.

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- B. Suspensions without pay should only be placed in effect by the superintendent when there is good and sufficient reason for doing so prior to the time when the matter can be considered by the board.

- C. Suspensions placed in effect by the superintendent should be preceded by some notice to the employee and some informal opportunity to be heard by the superintendent except where immediate action is required because the employee's presence poses a continuing danger to persons or property or an ongoing threat of disrupting the academic process.