



Sevier County School System

Dr. Jack A. Parton, Director of Schools

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BP238

SUSPENSION AND DISMISSAL OF NON-CERTIFIED PERSONNEL

SUSPENSION

The Director of Schools may suspend a non-certified employee at any time when deemed necessary. The suspension may be with or without pay. Before the Director suspends the employee, he/she will:

1. Provide the employee with written reason(s) for the suspension;
2. Give the employee an opportunity to explain; and
3. Give the employee a written decision of the suspension.

DISMISSAL

The Director of Schools may dismiss any non-certified employee during the contract (school) year for:

1. Incompetence;
2. Inefficiency;
3. Insubordination;
4. Improper conduct; and/or
5. Neglect of duty.

The Director will provide written notice of the charges to the employee; provide a brief description of the evidence supporting the dismissal; and allow the employee the opportunity to respond in writing and request a hearing. If the request for a hearing is made within ten (10) days of the dismissal notice is given to the employee, the Director will appoint an impartial hearing officer. The officer will set a hearing date. The employee may:

1. Be represented by counsel during the hearing;
2. May call and subpoena witnesses; and
3. May request that all testimony be given under oath.

The hearing officer will give a written decision to the employee within ten (10) days of the hearing. The employee may choose to appeal the decision of the hearing officer to the Chancery Court for Sevier County in a timely manner.