

**SUSPENSION, TERMINATION, SEPARATION**

**6.50**

- I. The Henry County Board of Education may suspend or terminate employees who have earned tenure or non-probationary status or are principals serving under contract for the following reasons:
  - A. Immorality;
  - B. Incompetence;
  - C. Insubordination;
  - D. Neglect of duty;
  - E. Failure to perform duties in a satisfactory manner;
  - F. Justifiable decrease in the number of positions (for contract principals, decrease must be due to decreased enrollment or funding); and
  - G. Other good and just cause.
- II. Contract principals also may be terminated for
  - A. Conviction of a felony or a crime involving moral turpitude;
  - B. Failure to fulfill the duties and responsibilities imposed upon principals by Alabama code;
  - C. Failure to maintain his/her certificate in a current status; and,
  - D. Willful failure to comply with Henry County Board of Education policy.
- III. An employee may be suspended for cause with or without pay on recommendation of the Superintendent and approval of the Board. Suspensions of more than twenty (20) work days may be appealed by the employee in the same manner as an appeal of termination.
- IV. The Henry County Board of Education may end its employment relationship with employees who have not earned tenure or non-probationary status by providing the appropriate notice required under state law or contract.
- V. The Henry County Board of Education may end its employment with principals serving as non-probationary contract principals by providing a reason why their contract will not be renewed and notice as provided in state law. Probationary contract principals may not be provided a reason.

**REFERENCES:**

**CODE OF ALABAMA  
16-23-3, 16-24C-4 THROUGH -6, 16-24-8, 16-24-12, 16-24-14;  
LEGISLATIVE ACT 2011-270**

**HISTORY:**

**ADOPTED: OCTOBER 11, 2007  
REVISED: JULY 18, 2013; \_\_\_\_\_  
FORMERLY: 6.50**