POLICY

BOARD OF EDUCATION
OF ANNE ARUNDEL COUNTY

Related Entries: BAG
Responsible Office: BOARD OF EDUCATION OF ANNE ARUNDEL COUNTY

SUSPENSION AND DISMISSAL OF
PROFESSIONAL STAFF

A.   PURPOSE

To provide guidance on the authority of the Board of Education of Anne Arundel County (Board) to suspend and dismiss professional staff.

B.   ISSUE

Maryland education law authorizes the Board to suspend and dismiss professional staff.

C.   POSITION

1.   *Professional Staff* – an individual who holds the appropriate certificate from the State Superintendent of Schools issued in accordance with the rules and regulations of the State Board of Education as specified in the Education Article.

2.   Maryland education law provides that on the recommendation of the Superintendent, the Board may suspend or dismiss a teacher, principal, supervisor, assistant superintendent, or other professional assistant for:

   a.   Immorality;

   b.   Misconduct in office, including knowingly failing to report suspected child abuse in violation of §5-704 of the Family Law Article;

   c.   Insubordination;

   d.   Incompetency; or

   e.   Willful neglect of duty.

3.   Before removing an individual, the Board shall send the individual a copy of the charges against the individual and give the individual an opportunity to request a hearing within 10 days of notice.

4.   If the individual requests a hearing within the 10-day period:

    a.   The Board shall promptly hold a hearing. The hearing may not be set within 10 days after the Board sends the individual a notice of the hearing; and

    b.   The individual shall have an opportunity to be heard before the Board, in person or by counsel, and to bring witnesses to the hearing.

5.   The individual may appeal the decision of the Board to the State Board of Education.

D. IMPLEMENTATION

The Superintendent is authorized to develop regulations to implement this policy.

Policy History: Adopted on 06/21/17

Note Previous Policy History: Replaces Policy 801.21, adopted 11/07/90