

# POLICY

## BOARD OF EDUCATION OF ANNE ARUNDEL COUNTY

**Related Entries:** GBU

**Responsible Office:** BOARD OF EDUCATION OF ANNE ARUNDEL COUNTY

### INVESTIGATIONS AND DUE PROCESS

#### A. PURPOSE

To provide the Board of Education of Anne Arundel County (Board) guidance on investigations and due process.

#### B. ISSUE

State law provides that the Board may hold hearings on certain matters arising out of a dispute or appeal of certain recommendations or decisions relating to the suspension or dismissal of Anne Arundel County Public Schools (AACPS) employees.

#### C. POSITION

1. On the recommendation of the Superintendent, the Board may suspend or dismiss a teacher, principal, supervisor, assistant superintendent, or other professional assistant, as authorized by State law.
2. A decision of the Superintendent to suspend or dismiss other AACPS employees may be appealed to the Board and overturned, upheld, or modified. Such appeals may be reviewed in writing or by having a hearing.
3. The Board and its members may not investigate any communications or complaints against an individual until a recommendation has been made by the Superintendent. Receipt of any such communication shall be forwarded to the Superintendent.
4. The Board shall consider formal communications and complaints once a recommendation has been made by the Superintendent and an appeal has been requested by the affected individual. Such a request shall be submitted in writing to the President of the Board.
5. Before an individual is removed, a copy of the charges against the individual shall be provided in accordance with the existing negotiated agreement or the law.
6. An individual may appeal in accordance with the existing negotiated agreement or the

- law.
7. The Board may consider the appeal itself or refer the appeal to a hearing examiner, as authorized by law.
  8. The Board may not give an employee of the Board a hearing while:
    - a. A grievance on the same subject is being processed in accordance with the formal grievance procedure; or
    - b. Any other related administrative appeal by the employee is proceeding at a level which may lead to future Board action.

**D. IMPLEMENTATION**

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

*Policy History:* Adopted on 06/21/17; Technical Edit 12/10/24

*Note Previous Policy History:* Replaces Policy 200.07, adopted 05/17/32 and revised 12/06/89

*Legal Reference:* Section 6-202 of Education Article