

Title:	Suspension/Termination Policy	Related Policies:	
Number:	3.10	Related Procedures:	
Status:	approved	Adopted:	6-20-09
Owner:	Shuaib Hanief (Interim Director)	Accounting:	
Last Revised:	5-6-09 – first read 6-20-09	Legal:	US Charter Schools IIIB
Policy Detail			

The Amana Academy Board shall comply with applicable provisions of the Georgia Fair Dismissal Law when issuing a reprimand to or suspending or terminating the contract of employment of a teacher, Executive Director or other employee who has a contract for a definite term.

Grounds for suspension or termination under the Fair Dismissal Law are the following:

1. Incompetency;
2. Insubordination;
3. Willful neglect of duties;
4. Immorality;
5. Inciting, encouraging or counseling students to violate any valid state law, municipal ordinance, or policy or rule of the local board of education;
6. To reduce staff due to loss of students or cancellation of programs;
7. Failure to secure and maintain necessary educational training; or
8. Any other good and sufficient cause

Any hearing required under the Fair Dismissal Law shall be conducted before the Discipline Review Committee of seven persons consisting of at least one member of the Board's Human Resources Committee, members of Administration, and other impartial persons to conduct the hearing and submit its finding and recommendations to the Board. The Discipline Review Committee will be assigned by the Executive Director for matters concerning staff and will be assigned by the Chairman of the Board for matters concerning the Executive Director. The Board's HR Committee will play a facilitator role by providing oversight to ensure a proper and fair process is followed.