

	<b>MURFREESBORO CITY SCHOOL BOARD POLICY</b>		
	Descriptor Term:	Descriptor Number:	Date Adopted:
	SUSPENSION/ DISMISSAL OF TENURED TEACHERS	PER 39	9/01
	Revision Adopted:		

## SUSPENSION

The Director of Schools/designee may suspend a tenured teacher at any time when deemed necessary. Before a tenured teacher is suspended s/he shall be: (1) provided with reasons for the suspension; (2) given an opportunity to respond; and (3) given a written decision of the suspension. The causes for which a professional employee may be dismissed are as follows: incompetence, inefficiency, neglect of duty, unprofessional conduct and insubordination.

## DISMISSAL

When charges are made against a tenured teacher, charging the teacher with offenses which may justify dismissal, the charges shall be made in writing, specifically stating the offenses which are charged and shall be signed by the party or parties making the charges.

If, in the opinion of the Board, the charges are of such nature as to warrant the release of the teacher, the Director of Schools shall give the teacher a written notice of this decision, a copy of the charges against the teacher, and a copy of a form provided by the Commissioner of Education advising the teacher of his/her legal duties, rights and recourse.

A tenured teacher who has been given notice of charges against themselves may within thirty (30) days after receipt of notice give written notice to the Director of Schools of his/her request for a hearing before the Board.

The Director of Schools shall within five (5) days after receipt of request indicate the place of such hearing and set a convenient date, which shall not be later than thirty (30) days following receipt of notice requesting a hearing.

The Chair of the Board shall conduct the hearing and be empowered to issue subpoenas for and administer oaths to witnesses.

The teacher shall be allowed a full, complete and impartial hearing before the Board, including the right to have evidence deemed relevant by the teacher included in the record of the hearings, even if the Chair objects.

A complete transcript of the hearing shall be prepared and included in the record.

The Board shall within ten (10) days after the hearing decide what disposition to make of the case from the following: (1) dismissal; (2) suspension without pay; or (3) reinstatement. The Board shall immediately thereafter give the employee written notice of its findings and decision.

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Legal References:

T.C.A. 49-2-301(f)(31)  
T.C.A. 49-5-511  
T.C.A. 49-5-511 through 513  
T.C.A. 49-5-512, 513