

District: Greenville Public School District
Section: G - Personnel
Policy Code: GBN - Professional Personnel Separation/Nonrenewal

PROFESSIONAL PERSONNEL SEPARATION

IMPORTANT NOTICE: This policy is applicable only to professional personnel covered under the Education Employment Procedures Law (EEPL) as defined in MS Code ' 37-9-103. Please refer to the **Education Employment Procedures Law Handbook**, published by MSBA.

It is recognized by this school district that it is necessary, from time to time, to release from future employment licensed personnel where their performance fails to meet the standards established by the State Department of Education and/or this board or where their services are no longer needed.

NOTICE OF NONRENEWAL

If a recommendation is made by the school district not to offer an employee a renewal contract for a successive year, written notice of the proposed non-reemployment stating the reasons for the proposed non-reemployment shall be given no later than the following:

1. If the employee is a principal, the superintendent, without further board action, shall give notice of non-reemployment on or before March 1; or
2. If the employee is a teacher, administrator or other professional educator covered under Sections 37-9-101 through 37-9-113, the superintendent, without further board action, shall give notice of non-reemployment on or before April 15, or within ten (10) calendar days after the date that the Governor approves the appropriation bill(s) comprising the state's education budget for funding K-12, whichever date is later.

An interim superintendent appointed pursuant to Section 37-17-6(14)(a) or a school board acting on the recommendation of a school district financial advisor appointed pursuant to Section 37-9-18 shall not be required to comply with the time limitations prescribed in this section for recommending the reemployment of principals, teachers, administrators or other professional educators. '37-9-105

A decision not to renew licensed employees of this school district shall be based upon valid educational reasons or noncompliance with school district personnel policies.

LICENSED EMPLOYEE RIGHTS

A principal or other professional educator receiving written notice under the provisions of this policy shall, upon written request within ten (10) calendar days of notice of proposed non-reemployment be entitled to:

1. Written notice of the specific reasons for non-reemployment together with a summary of the factual basis therefor, a list of witnesses and a copy of documentary evidence substantiating the reasons intended to be presented at the hearing. The school district shall give this notice to the principal or other professional educator at least fourteen (14) calendar days prior to any hearing;

2. An opportunity for a hearing at which to present matters relevant to the reasons given for the proposed non-reemployment, including any reasons alleged by the employee to be the reason for non-reemployment; provided, however, that any school superintendent whose employment has been terminated by the school board under Section 37-9-59, or whose employment contract has not been renewed by the school board shall not have the right to request a hearing before the school board or a hearing officer;
3. Receive a fair and impartial hearing before the school board or hearing officer; provided, however, that any school superintendent whose employment has been terminated by the school board under Section 37-9-59, or whose employment contract has not been renewed by the school board shall not have the right to request a hearing before the school board or a hearing officer;
4. be represented by legal counsel, at his/her own expense.

If the employee does not request a hearing, the recommendation regarding the non-reemployment of the employee shall be final.

It is the intent of this school district to establish procedures for providing professional educators with notice of the reasons for not offering him/her a renewal of his/her contract and to provide an opportunity for principals and other professional educators to present matters relevant to the reasons given for the proposed non-reemployment determination and to the reasons the employee alleges to be the reasons for non-reemployment. The board is required to determine whether the recommendation of non-reemployment is a proper employment decision and not contrary to law and whether the nonrenewal decision is based upon valid educational reasons or noncompliance with school district personnel policies.

Any and all hearings shall be conducted pursuant to the A "Rules of Procedure Under the Education Employment Procedures Law of 2001" (Policy GBN-R), adopted by this board. All proceedings under this policy are and shall be governed by the "Education Employment Procedures Law of 2001," where applicable. '37-9-101 *et. seq.*

Where a school board has acted in a manner which is arbitrary and capricious and where its actions are not supported by substantial evidence, the Chancery Court and ultimately the Supreme Court have the responsibility to intervene.

LEGAL REF.: MS CODE, as cited

Merchant v Pearl MSSD (Miss. 1986) 492 So. 2d 959

CROSS REFERENCE.: Policy GBN-R Rules of Procedure Under the Education Employment Procedures Law

[GBN-E Professional Personnel Separation Form Letters .pdf](#)

RULES OF PROCEDURE UNDER THE EDUCATION EMPLOYMENT PROCEDURES LAW

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1. APPLICATION OF POLICY

The policies and procedures as set forth herein shall be applicable only to teachers, principals, and superintendents elected by the board, or other professional instructional personnel who are required to have a valid license issued by the State Department of Education as a prerequisite of employment and are under formal contract of employment under ' 37-9-23 and ' 37-9-25 of the Mississippi Code of 1972.

2. DETERMINATION OF SEPARATION

In the event that a determination that the best interests of the school district would be served by the release from future employment of the employee, the school district shall send notice of the determination to the employee on or before the applicable date as established by the policies of this district.

3. RIGHTS OF EMPLOYEES: NOTICES

- a. An employee who is notified of nonrenewal shall be entitled to a written statement of the specific reasons for nonreemployment, together with a summary of the factual basis therefor, a list of witnesses and a copy of the documentary evidence substantiating the reasons intended to be presented at the hearing. The employee must provide the superintendent with a written request for a hearing within ten (10) calendar days of the receipt of the notice of nonreemployment. This information shall be given by the district at least fourteen (14) calendar days prior to the hearing.
- b. If a hearing is requested by the employee within ten (10) days of receipt of the notice of nonreemployment, the board or its designee will schedule a hearing before itself or a hearing officer ~~at its discretion~~. If a request is not made within this ten (10) day period, the decision of the superintendent to nonrenew the employee shall be final. For purposes of this section, notice shall be deemed to have been sent to the employee upon the date of actual receipt thereof or the date of delivery to the United States Postal Service for delivery by certified mail.
- c. If a hearing is held pursuant to these rules, the board or its designee shall set the time, place and date of such hearing to be held not sooner than five (5) days, nor later than thirty (30) days from the date of the request from the employee and notify the employee in writing of the same.

4. BOARD HEARING

- a. A quorum of the board may conduct the hearing or it may designate a hearing officer to conduct the hearing as hereinafter provided.
- b. The board may appoint a presiding officer for the hearing, who will make all rulings on procedure and evidence and will generally conduct the hearing, subject to being overridden by a majority vote of the members present.
- c. The presiding officer may be a member of the board, the superintendent, the board attorney, or any other impartial person chosen by the board, provided that the person was not responsible for the initial decision of nonreemployment. The presiding officer shall have full power and authority to conduct hearings in such manner as is appropriate to ascertain the facts and

facilitate the hearing, which shall include but not be limited to, the authority to:

- i. administer oaths and affirmations;
 - ii. issue subpoenas, subject to the provisions of Section 7 of these rules;
 - iii. examine witnesses;
 - iv. receive depositions or affidavits or have them taken when the ends of justice would be served, as hereinafter provided;
 - v. regulate the course of the hearing;
 - vi. hold conferences for the settlement or simplification of the issues by consent of the parties;
 - vii. dispose of procedural requests or similar matters;
 - viii. make or recommend decisions in accordance with Section 10 of these rules; and
 - ix. take other action authorized by the board consistent with the rules and policies.
- d. In conducting the hearing, the presiding officer shall not be bound by common law or statutory rules of evidence or by technical or formal rules of procedure except as provided in the Education Employment Procedures Law and by these rules.

5. HEARING OFFICER

- a. The board may, at its discretion, appoint one or more hearing officer(s) to conduct the hearing. Nothing herein shall be construed to prohibit a member of the board or an employee of the school district from serving as the hearing officer or to require that he be legally trained, provided that such person was not responsible for the initial decision of nonreemployment.
- b. The hearing officer shall have all the powers of the presiding officer of a board hearing to conduct the hearing as enumerated in Sections 4 (c) and (d) above.
- c. Once a hearing officer has been appointed, then no ex parte communications may be held with any parties regarding the details or the merits of the hearing.

6. THE HEARING

- a. The administration of the school district has the burden of establishing that the determination to nonrenew the employee from future employment is a proper employment decision and that is based upon valid educational reasons or noncompliance with school district personnel policies.
- b. The employee shall have the burden of establishing that the determination to release him from future employment is based upon legally impermissible reasons (such as sex, race, religion, exercise of first amendment rights, etc.) or that the decision is arbitrary and capricious.
- c. Any oral or documentary evidence may be received, but evidence which is irrelevant, immaterial, or unduly repetitious may be excluded.
- d. An employee may present his case by oral or documentary evidence and may cross-examine witnesses against him.
- e. The attorney for the school board and the staff member responsible for the determination to nonrenew the employee are also entitled to cross-examine witnesses presented at the hearing.
- f. The employee shall not be required to testify in his own behalf, but upon doing

so shall be subject to cross-examination.

- g. A transcript of testimony and exhibits, together with all papers and requests filed in the proceeding, shall be prepared and shall constitute the exclusive record for decision. A copy of the record shall be made available to a party in interest upon payment of a charge not in excess of the court reporter's fees. In the event of a judicial appeal of the board's decision, the entire expense of the transcript and notes shall be assessed as court cost.

7. SUBPOENAS

- a. Requests for subpoenas may be made by the employee, the staff member responsible for the decision of nonreemployment, a representative of the administration or the board.
- b. The presiding officer is authorized to issue subpoenas, at his sole discretion, upon his own motion or upon request where there is a statement or showing of general relevance and reasonable scope of the evidence sought.
- c. If a request for subpoena is approved, one shall be issued upon prepayment of a fee to the hearing officer in an amount sufficient to defray the cost of service of the subpoena by a lawful officer, together with the required witness fee and mileage allowance as set by the hearing officer.
- d. Any person compelled to appear before the board or hearing officer is entitled to be accompanied, represented, and advised by counsel and, if the witness is a minor, by a parent or legal guardian.
- e. In the event it becomes necessary to enforce or to quash a subpoena issued to compel attendance of a witness, the proponent may petition the Chancery Court of Washington County.

8. DEPOSITIONS

- a. It is the policy of the school district that depositions will be allowed only in extraordinary cases in which the personal attendance of the witness is impossible or would impose an unreasonable hardship.
- b. Depositions shall be allowed only if an application by a party is approved by the hearing officer, at his sole discretion.
- c. Any costs associated with the taking of depositions shall be the responsibility of the party requesting it, which shall not include attorneys' fees.

9. CONDUCT OF HEARING

- a. The first order of business after the hearing is convened is to dispose of any procedural matters.
- b. Prior to receiving any testimony, evidence will be received that all notices and information was timely sent to the employee and that the employee made timely requests for information and a hearing. If a notice or a request is defective or untimely, the presiding officer may order such relief as is appropriate.
- c. Witnesses and other evidence in support of the determination to release the employee from future employment will be introduced first. The presiding officer may interrogate witnesses himself or he may allow a representative of the administration or the board to examine witnesses. The employee or his attorney will also be allowed to cross-examine each witness presenting evidence against him at the hearing.

- d. The hearing will be held in executive session unless the employee elects to have a public hearing, and shall be considered a confidential personnel record. If the hearing is public, the board or hearing officer may order any part of the hearing to be held in executive session, if, in the opinion of the board or hearing officer, the testimony to be elicited deals with matters involving the reputation or character of another person. Testimony by minors shall be held in executive session.
- e. After the evidence in support of the determination has been submitted, the employee will be allowed an opportunity to present his witnesses and evidence. The presiding officer and a representative of the administration or the board will be allowed an opportunity to cross-examine any witnesses for the employee.
- f. After the employee concludes his case, the administration will be allowed an opportunity to present rebuttal evidence, either at the time of the hearing or within a reasonable time upon recess of the hearing.
- g. The presiding officer, at his discretion, may require any portion of the evidence to be submitted in the form of depositions or affidavits. If affidavits are received, counter-affidavits may be presented within such time as the hearing officer may allow.
- h. At the conclusion of the hearing, each party may be allowed an opportunity for closing arguments, if requested by the presiding officer, at his discretion.

10. RECOMMENDED DECISION OF HEARING OFFICER

- a. If the board appoints a hearing officer, he/she shall make a report unless the board orders that the record be transmitted to it without such report.
- b. The hearing officer may, at his discretion, prior to the conclusion of the hearing and to making his report, request proposed findings from all parties.

11. FINAL DECISION

- a. If the board initially hears the matter, it will make its decision on the basis of the matters presented before it and will send notices of its decision to the parties within 10 days of the conclusion of the hearing.
- b. If the board does not initially hear the matter, the parties will be given a reasonable opportunity to appear before the board, in person or by counsel, to present statements in their behalf. The board will send notice of its decision to the parties within 30 days of the conclusion of the hearing.
- c. The board shall receive the hearing officer's report and the record and shall prepare its own findings and final decision.

NOTE: Please refer to the Education Employment Procedures Law Handbook, published by MSBA.

Adopted Date: 6/28/2011
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