

**Date of adoption:**

**Education Service Provider (ESP) as of the date above:** Pearson Virtual Schools

## **TEACHER TERMINATION AND GRIEVANCE PROCEDURE**

### **Purpose**

This policy is intended to ensure compliance with SC ST § 59-40-50(B)(19); SC ST § 59-40-60(F)(13); and the School's Charter.

### **Application of Article 5, Chapter 25, Title 59**

South Carolina for Online Education, Inc. Governing Board adopts the procedures for employment and dismissal of teachers set forth in its Charter application. The employment and dismissal provisions of Article 5, Chapter 25, Title 59 of the South Carolina Code (the Teacher Employment and Dismissal Act) *do not apply* to the employment or dismissal of teachers at Low Country Connections Academy (LCCA) and South Carolina Bridge Connections Academy (SCBCA). Employment at LCCA and SCBCA is "at will," as defined by the laws of the State of South Carolina unless modified in writing by contract and approved by the Governing Board. Nothing in this procedure alters the at-will employment relationship or creates a contract of employment or any property interest in continued employment.

### **Termination of Employment**

Termination decisions are made by School Administration in consultation with the Human Resources Department. Teachers who plan to resign are requested to notify their manager in writing at least two (2) working weeks before their last day.

### **Grievance Procedure — Notice and Hearing Before the Governing Board**

Any teacher at LCCA and SCBCA whom School Administration has chosen to terminate has the right to notice of the decision and to request a hearing before the Governing Board. This procedure applies only to teachers. The procedure is as follows:

1. Notice. The employee will receive written notice of the termination decision, including the effective date and information on the right to request a hearing before the Board.
2. Hearing. The employee must submit a written hearing request within five (5) business days of the notice date. The hearing will be conducted in Executive Session unless otherwise requested by the employee. The Governing Board will then vote on the matter in public session, and its decision will be considered final. This procedure governs teacher terminations. The Dispute Resolution Policy does not provide an additional appeal of a termination decision.

### **Related Documents**

- Dispute Resolution Policy
- LCCA & SCBCA Employee Handbook