

Each school principal and department director is delegated the authority to suspend or dismiss any and all classified employees under his or her supervision. Any dismissal of a classified employee initiated pursuant to this policy shall follow all applicable substantive and procedural due process requirements established by federal, state, and local laws, policies, and regulations.

Any dismissal appeal initiated by a classified employee shall lie first to the Director of Personnel, second to the Superintendent, and, finally, to the Board of Education. A dismissal appeal initiated by the finance officer or other classified employee who reports directly to the Superintendent shall lie directly to the Board of Education.

**Definitions:**

*Department:* The instructional, fiscal, food service, maintenance, transportation, and other divisions of the Board of Education with multi-school or system-wide responsibilities.

*Classified employee:* A school system employee in a position not requiring teacher, principal, administrative, supervisory, or other professional certification related to employment. The Finance Officer, Director of Child Nutrition, maintenance supervisor, and transportation supervisor are classified employees. Classified employees are deemed to be under the supervision of another when their work and services are subject to the direction and control of such other person.

Ref. N.C.G.S. § 115C-45; N.C.G.S. § 115C-435

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