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EDUCATION Notice: Employee Termination or Suspension: Due Process

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TITLE 20: EDUCATION**SB 478 (Act No. 1211); *Employee Termination or Suspension: Due Process***

The Act amends O.C.G.A. § 20-2-940 to require local school boards to give notice by certified mail when discharging or suspending contractual employees for any action where notice may also be given by personal service. The Act also amends O.C.G.A. § 20-2-942 to require notice of intention to demote or not to renew a teacher's contract after the teacher has accepted four consecutive contracts. This notice must include a statement of the reasons for such demotion or nonrenewal and advise the employee of his or her right to a hearing. The time period to request a hearing is extended from fourteen to twenty days following receipt of the notice.

SB 416 (Act No. 963); *School Board Decisions on School Law: Notice and Appeal*

O.C.G.A. § 20-2-1160 provides that local school boards may sit as tribunals for decisions involving school law. The Act amends O.C.G.A. § 20-2-1160 to provide that a local school board decision shall be binding only if the parties involved are notified in writing of the decision and of the parties' right to appeal to the State Board of Education, together with a clear description of the procedure and requirements for doing so. The Act further provides that the State Board of Education must also give notification in writing of the right to appeal its decision to a superior court together with a clear description of the procedure and requirements for that appeal.