

ACTION	TIMELINE	PROCESS
Filing of Charges	<p>Within the period between actual opening and closing of school year.</p> <p>Within three years unless the alleged misconduct constitutes a crime.</p>	<p>Filed by Chief School Administrator with the District Clerk. The Clerk notifies Board of Education (BOE) immediately.</p>
Disposition of Charges	<p>The BOE votes within five days after receipt of charges.</p> <p>BOE decision whether there is probably cause to move forward with a hearing.</p>	<p>If affirmative decision, written statement forwarded immediately to employee (by certified or registered mail, return receipt requested, or personal delivery) specifying:</p> <ul style="list-style-type: none"> Charges in detail Maximum penalty Employee's rights. <p>According to case law, the employee may be suspended without pay pending a hearing and final determination.</p>
Hearing Request	<p>Within ten days of receipt of charges, employee notifies District Clerk to request hearing.</p> <p>No request indicates that the right to a hearing is waived and the BOE will issue a determination within fifteen days.</p>	<p>Upon receipt of the request for a hearing, the Clerk shall notify the State Education Department (SED) of the need for a hearing within three working days.</p>
Notice of Hearing	<p>SED requests list of hearing officers from American Arbitration Association.</p> <p>Upon receipt, list simultaneously forwarded to both BOE and employee.</p>	<p>Within fifteen days after receiving officer list, BOE and employee notify SED of agreed-upon hearing officer. If no agreement, then SED will appoint the officer.</p>
Pre-Hearing Conference	<p>Hearing officer to hold a pre-hearing conference within ten to fifteen days of agreeing to serve.</p> <p>Limited to one day (additional day may be allowed at officer's discretion).</p>	<p>Activities to include scheduling of the final hearing, prehearing motions to dismiss, and motions for prehearing discovery.</p>
Hearing	<p>The final hearing takes place within seven days of the pre-hearing conference.</p> <p>The hearing is limited to one day.</p>	
Decision	<p>Written decision within ten days of the last day of the hearing.</p>	<p>Within fifteen days of receipt of the hearing officer's decision, the BOE must implement the decision.</p>

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Appeal	Not later than ten days after receipt of the decision an application may be made to the state Supreme Court to vacate or modify the decision.	The filing or pendency of an appeal does not delay the implementation of the decision.

Q: What is the expedited 3020-a timeline for charges involving the physical or sexual abuse of a student?

A: The process is as follows with specific expedited timelines highlighted in **bold**:

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Filing of Charges	<p>Within the period between actual opening and closing of school year.</p> <p>Within three years unless the alleged misconduct constitutes a crime.</p>	Filed with the District Clerk. The Clerk notifies Board of Education (BOE) immediately.
Disposition of Charges	<p>The BOE votes within five days after receipt of charges.</p> <p>BOE decision to move forward with a hearing based upon probable cause.</p>	<p>If affirmative decision, written statement forwarded immediately to employee (by certified or registered mail, return receipt requested, or personal delivery) specifying:</p> <ul style="list-style-type: none"> Charges in detail Maximum penalty Employee's rights <p>The employee may be suspended without pay pending an expedited hearing and final determination.</p>
Probable Cause Hearing	<p>If BOE decides to suspend without pay, the district notifies SED within one business day to request a probable cause hearing.</p> <p>SED selects the hearing officer from a regional rotational list. Failure to accept the case within 24 hours is deemed a declination.</p> <p>Hearing conducted within ten days of suspension to determine whether</p>	<p>Grounds for reinstatement of paid status are that probable cause does not support the charges, or suspension without pay is grossly disproportionate in the circumstances. Suspensions without pay shall last no longer than 120 days from the decision of the BOE to suspend the employee. The suspension only relates to employee compensation exclusive of health</p>

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	BOE decision to suspend employee without pay should be continued or reversed.	insurance and other benefits and guarantees.
Hearing Request	<p>Within ten days of receipt of charges, employee notifies District Clerk to request hearing.</p> <p>No request indicates that the right to a hearing is waived and the BOE will issue a determination within fifteen days.</p>	Upon receipt of the request for a hearing, the Clerk shall notify the State Education Department (SED) of the need for a hearing within three working days.
Notice of Hearing	<p>SED requests list of hearing officers from American Arbitration Association.</p> <p>Upon receipt, list simultaneously forwarded to both BOE and employee.</p>	Within fifteen days after receiving officer list, BOE and employee notify SED of agreed-upon hearing officer. If no agreement, then SED will appoint the officer.
Pre-Hearing Conference	<p>Hearing officer to hold a pre-hearing conference within ten to fifteen days of agreeing to serve.</p> <p>Limited to one day (additional day may be allowed at officer's discretion).</p>	Activities to include scheduling of the final hearing, prehearing motions to dismiss, and motions for prehearing discovery.
Hearing	The final hearing begins within seven days of the pre-hearing conference and is completed no later than 60 days after the pre-hearing conference.	All evidence is submitted by all parties within 125 days of the filing of charges absent extraordinary circumstances beyond the control of the parties.
Decision	Written decision within ten days of the last day of the final hearing.	Within fifteen days of receipt of the hearing officer's decision, the BOE must implement the decision.

ACTION	TIMELINE	PROCESS
Appeal	Not later than ten days after receipt of the decision an application may be made to the state Supreme Court to vacate or modify the decision.	The filing or pendency of an appeal does not delay the implementation of the decision.