

Separation

Resignation: Certificated Staff

Certificated employees who for any reason intend to retire or resign at the end of the current school year are encouraged to indicate their plans in writing to the Board as early as possible, but no later than June 1.

Certificated employees requesting to be released from their contract during June will be assessed a fee of One Thousand Dollars (\$1,000.00) in order to offset costs of obtaining a qualified replacement. Such employees seeking release in July will be assessed a replacement fee of Three Thousand Dollars (\$3,000.00). Similarly, such employees seeking a release in August will be assessed a replacement fee of Five Thousand Dollars (\$5,000.00). However, an employee's willingness to pay a replacement fee or the tendering of such fee will not be a determinative on the issue of release from contract. The Board will make that decision based on the facts in each case including the effect on the education program, availability of a qualified replacement and the employee's length of service.

Resignations to become effective during the school year require a release by the Board and must be considered on an individual basis. Letters of resignation shall be submitted to the Superintendent/designee and the principal/supervisor. The letter should state reasons and an effective date for the resignation.

It is the practice of the administration to recommend to the Board those certificated employees who request to resign after June 1 and prior to July 31 be released from their contracts when there is good cause determined by the Board. After July 31, a certificated employee may petition the Superintendent to recommend a release from his/her contract for extremely unusual reasons. Should the Superintendent decline to recommend a release and the certificated employee leaves the District, the District reserves the right to pursue any and all legal options available to it.