

PROFESSIONAL STAFF TERMINATION OF EMPLOYMENT

The Board of Education is greatly concerned about former employees of school districts who have resigned their positions pursuant to settlement agreements after having been served with disciplinary charges or told they would be subject to disciplinary action. Such termination or settlement agreements often prohibit disclosure of their terms to prospective employers, thus preventing prospective employers from becoming fully apprised of the reason(s) the individuals left their former positions and taking appropriate action.

The Board therefore prohibits agreement to any provision in any such settlement which will prevent the district from apprising prospective employers of the reason(s) that an employee has left employment with this school district.

No school personnel or Board member, with the exception of the superintendent of schools and/or his or her designee, will make any statements concerning the reason(s) than an individual has left employment with the district. The superintendent and his or her designee will seek legal counsel concerning the nature of statements which are permissible in the particular case.

As required by the SAVE legislation, the district will also report any alleged child abuse in a school setting or other serious misconduct to the appropriate authorities, including, but not limited to, the State Education Department and local law enforcement authorities.

APPROVED: 4/17/03

(3rd 4/17/03; 2nd 3/20/03; 1st 2/27/03)

[BOE\POLICIES\EMPLOYMENT TERMINATION]