

Termination of Employment

The superintendent has the statutory authority to issue probable cause for termination to a certificated staff member. The board shall consider the termination of a classified staff member based upon the recommendation of the superintendent. The notice of termination shall include notice of any appeal rights the employee may have and notice of the appeal processes.

1. Release from Contract

Certificated staff member(s) may be released from contract under the following conditions:

- 1.1 A letter requesting release shall be submitted to the superintendent's office. If accepted by the board at its next meeting, the staff member shall be released from contract.
- 1.2 A release from contract may be granted by the board to allow a staff member to accept another position prior to or during the school year provided a satisfactory replacement can be obtained.
- 1.3 A release from contract may be granted by the board in case of illness or other personal matters which make it a substantial hardship for the staff member to continue his/her employment in the district.
- 1.4 Each request shall be determined upon its own merits. The needs of the district and continuity of the educational program offered to students shall receive primary consideration in the board's decision.

2. Resignation

In order to permit proper staff planning and to minimize inconvenience to others who may be affected, certificated staff who plan to resign at the end of their contract period are requested to notify the superintendent by April 1 of their resignation or retirement by April 1.

Those staff who are not contractually obligated to complete the current school year should notify the superintendent as early as possible of their intent to resign, and no less than thirty (30) days prior to their last working day.

3. Retirement

Staff shall participate in the retirement programs under the Federal Social Security Act and the Washington State Teachers' Retirement System or the Public Employees' Retirement System. Payroll deductions shall be made and paid into the respective retirement programs in the manner prescribed by law.

Staff who become eligible to retire under the controlling retirement system, and who intend to retire at the end of the current school year, should notify the superintendent prior to April 1st of that year.

Those staff intending to retire, who are not contractually obligated to complete the current school year, should notify the superintendent as early as possible and no less than thirty (30) days prior to their retirement date. Because of their contribution to the children of the district, retiring staff shall be given appropriate recognition. The district office may assist them in making arrangements for their retirement benefits.

4. Probation, Non-renewal or Termination:

The employment contracts of individual certificated staff may be non-renewed at the end of the staff member's contract period by action of the superintendent. Such non-renewals may be based upon unsatisfactory performance or changes in the district's financial circumstances and/or staffing needs and shall meet negotiated agreements.

Consistent with negotiated agreements, the superintendent shall establish procedures to assist those certificated staff whose performance, through the evaluation process, does not meet minimum requirements. The district may require the teacher to take in-service training provided by the district in the area of teaching skills needing improvement, especially classroom management.

Classified staff are granted provisional status during the first probation period of employment. During that period of time, they are subject to termination without advance notice. Upon satisfactory completion of probation, a staff member may be granted regular status. Regular status classified staff are dealt with by the negotiated agreement provisions prior to termination.

5. Program and Staff Reductions

Program and staff reductions may be required as a direct result of enrollment decline, failure of a special levy election, or other events resulting in a significant reduction in revenue, or termination or reduction of funding of categorically funded projects. The superintendent shall, after a review of indicators, which may include test results, community surveys, informal and formal statements of support and/or opinion, and the district's statement of philosophy, identify a reduction process consistent with negotiated agreements.-

Cross References:

- (cf.: 5121 –Certification Revocation)
- (cf.: 5222 – Evaluation of Staff)
- (cf.: 5253 – Retirement)
- (cf.: 5254 – Probation, Non-renewal and Termination)
- (cf.: 5255 – Disciplinary Action and Discharge)

Legal References:

- RCW 28A.400.300 Hiring and Discharging Employees—Leaves for employees-Seniority and leave benefits, retention upon transfers between schools
- RCW 28A.400.320 Mandatory termination of classified employees
- RCW 28A.400.340 Discharge Notices Include appeal Rights

RCW 28A.405.140	Inservice training for teacher may be required after evaluation
RCW 28A/405.210	Conditions and contracts of employment—Determination of probable cause for non-renewal of contracts—Notice—Opportunity for hearing
RCW 28A.405.220	Conditions and contracts of employment—Non-renewal of provisional employees—Procedure
RCW 28A.405.300	Adverse change in contract status of certificated employee-Determination of probable cause—Notice—Opportunity for hearing
RCW 28A.405.310	Adverse change in contract status of certificated employee, including non-renewal of contract—Hearings—Procedure
RCW 28A.405.470	Mandatory termination of certified employees
RCW 28A.410.090	Revocation of authority to teach
RCW 41.32.240	Membership in system—Continuation of exemption—Persons formerly exempt, minimum period to qualify for retirement allowance
RCW 41.33.020(6)	Terms and provisions of plan
RCW 41.40.023	Membership
RCW 41.41	State Employees' Retirement—Federal Social Security
WAC 180-86	Policies and procedures for administration of certification proceedings
WAC 180-87	Acts of Unprofessional Conduct
WAC 180-44-060	Drugs and alcohol—Use of as cause for dismissal

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