

CLOVER PARK SCHOOL DISTRICT

Policy Series: Personnel

Policy No. 5255

Release from Contract/Resignation

A certificated staff member may be released from contract under the following conditions:

- A. A letter requesting release shall be submitted to the human resources department. If accepted by the Board at its next meeting, the staff member shall be released from contract.
- B. 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.
- C. 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.
- D. 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.

For classified employees, resignations may be accepted at any time.

Cross References:	Board Policy 5006	Certification Revocation
	Board Policy 5240	Evaluation of Classified, Certificated and Administrative Staff
Legal References:	RCW 28A.400.300	Hiring and Discharging Employees — Written leave policies — Seniority and leave benefits, retention upon of employees transferring between school districts and other educational employers
	28A.400.320	Mandatory termination of classified employees — Appeal — Recovery of salary or compensation by district
	28A.400.340	Notice of discharge to contain notice of right to appeal if available
	28A.405.140	Assistance for teacher may be required after evaluation

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28A.405.210	Conditions and contracts of employment — Determination of probable cause for non-renewal of contracts — Nonrenewal due to enrollment decline or revenue loss — Notice — Opportunity for hearing
28A.405.220	Conditions and contracts of employment — Non-renewal of provisional employees — Notice — Procedure
28A.405.300	Adverse change in contract status of certificated employee — Determination of probable cause — Notice — Opportunity for hearing
28A.405.310	Adverse change in contract status of certificated employee, including non-renewal of contract — Hearings — Procedure
28A.405.470	Crimes against children — Mandatory termination of certified — employees — Appeal— Recovery of salary or compensation by district
28A.410.090	Revocation of authority to teach — Criminal basis — Complaints — Investigation — Process
41.32.240	Membership in system
41.33.020(6)	Terms and provisions of plan
41.40.023	Membership
Chapter 41.41 RCW	State Employees' Retirement — Federal Social Security
WAC 180-44-060	Drugs and alcohol — Use of as cause for dismissal

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Chapter 181-86 WAC

Policies and procedures for
administration of certification
proceedings

181-87

Acts of Unprofessional Conduct

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Former Policy Number: 5251

Clover Park School District

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Essential