

Employee resignations are submitted to the superintendent. The superintendent notifies the Board of each resignation received. Employees are expected to provide notice of resignation pursuant to contractual obligations. Failure of the employee to provide the required notice of intent to resign may result in the district pursuing revocation of the individual's state license.

Decisions relevant to re-employment, resignations, non-renewal, and reduction-in-force are subject to existing state mandates, statutes, and Public Education Department regulations. The superintendent has the legal responsibility and authority to employ, fix the salaries of, assign, and terminate or discharge all employees of the school district. The superintendent is responsible for notifying the Board of all employment, re-employment, resignations, dismissals, discharges, and terminations.

For available positions, the decisions on re-employment of any individual employee will be based upon good-faith judgments as to one or more of the following:

1. the employee's qualifications, abilities and level of performance,
2. the employee's adherence to all applicable district policies ,
3. the employee's overall impact upon students as an adult role model,
4. the employee's overall role in determining the success of district programs, and/or
5. rights as afforded by state statutes.

The superintendent further reserves the option to discharge or terminate any employee for any other articulable reason which he/she deems in good faith to be in the best interests of the district; provided, however, that no employee shall be discharged or terminated for legally impermissible reasons as defined by state statutes.

All applicable state statutes shall be followed in effecting discharges and terminations. Tenured employees shall be accorded the additional procedural rights provided by state law in connection with re-employment and termination decisions.