

## Policy

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### TERMINATION OR RESIGNATION

Each employee under contract in this district shall have agreed to a mutually satisfactory termination clause. It is the purpose of the board to respect that clause and it is the expectation of the board that the employee will do likewise.

The board may terminate teaching staff members and other staff not under tenure in keeping with the termination clause for any of the following conditions:

- A. Request by the employee for reasons accepted as valid and in the best interest of both the employer and the employee.
- B. By mutual agreement of both employee and board that termination of the contract is best for the school system.
- C. By direct request from the board based upon the recommendation of the superintendent/principal.

The certification of a teaching staff member who possesses less than a standard certificate shall be monitored; when the certificate expires, it shall be renewed by the member or the member shall be discharged. It shall be the responsibility of the employee to continue to pursue his/her standard certification.

Should an employee be terminated by the board for cause, the employee may be terminated immediately without pay for the period of notice.

Any teaching staff member, under tenure of service, desiring to relinquish his/her position shall give the board at least 60 days written notice of his/her intention, unless the board shall approve of a release on shorter notice and if he/she fails to give such notice, he/she shall be deemed guilty of unprofessional conduct and the Commissioner may suspend his/her certificate for not more than one year. The board may release an individual from his/her contract in less than 60 days upon written request from the individual.

Adopted: February 22, 1994  
NJSBA Review/Update: January 2012  
Readopted: August 2014

#### Key Words

Termination, Resignation,

**Legal References:** N.J.S.A. 18A:27-9 Teaching after notice of termination of contract  
N.J.S.A. 18A:28-8 Notice of intention to resign required

#### **Possible**

**Cross References:** \*4115 Supervision  
\*4116 Evaluation  
\*4117.4 Reduction in force/abolishing a position

\*Indicates policy is included in the Critical Policy Reference Manual.