

## RESIGNATION OF PROFESSIONAL STAFF

The Board of Trustees feels that all contracts with teachers and administrators are equally binding upon the District and the teacher or administrator and the obligation of the contract should be respected and performed by both parties. Requests to be released from such contracts are discouraged, except for good and sufficient cause.

Each request by a teacher or administrator to be released from a contract will be considered on its merits by the Board of Trustees.

If the resignation is not considered justifiable, the Board may take any one or combination of actions as set forth below:

- Deny the request and hold the professional employee to his/her contractual obligations.
- File a formal complaint with the State Department of Education asking for a revocation or suspension of the certificate of a professional employee who breeches his/her contract.
- Take legal action to collect damages from the professional employee.
- Place a letter in the employee's placement file for breach of contract.

In each instance in which such a request is granted by the Board of Trustees, the teacher or administrator shall be required to pay to the District, as liquidated damages to cover costs of securing a replacement, the following:

If the request is received:

<u>After</u>	<u>and</u>	<u>Before</u>	<u>Amount</u>
May 15		June 15	2% of base contract salary
June 14		July 15	4% of base contract salary
July 14			6% of base contract salary

In the event the request is made for bona fide health reasons or for other reasons which the Board of Trustees may determine to be in the best interest of both the teacher or administrator and the District, the Board of Trustees may waive payment of liquidated damages.

The amount of such damages, if not paid by the employee who elected to resign or terminate his/her employment without fulfilling the terms of his/her contract, may be pursued by the District, in which event the District will request reimbursement for costs, expenses and attorney fees to enforce the terms of this policy and collect the liquidated damages. The Board also reserves the right to pursue any other available legal remedies it may have as a result of the breach of contract.

Legal Reference:      W.S 21-7-107

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