

**PARK COUNTY SCHOOL DISTRICT #6
BOARD OF EDUCATION POLICY**

CODE: GCQCA

RESIGNATION OF PROFESSIONAL STAFF

1. The Board of Trustees believes that all employment 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.
2. Each request by a teacher or administrator to be released from a contract will be considered on its merits by the Board of Trustees.
3. 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:

| CERTIFIED STAFF | | | | CONTRACTED ADMINISTRATORS/ SUPERVISORS | | | |
|------------------------|-----|---------------|---------------|---|-----|---------------|---------------|
| <u>After</u> | and | <u>Before</u> | <u>Amount</u> | <u>After</u> | and | <u>Before</u> | <u>Amount</u> |
| June 1 | | June 30 | \$500 | May 1 | | May 31 | \$500 |
| July 1 | | July 31 | \$1,500 | June 1 | | June 30 | \$1,500 |
| August 1 | | | \$2,500 | July 1 | | | \$2,500 |

In the case of multi-year contracts, liquidated damages will not be assessed if the resignation is submitted during any year of the contract between January 31 and May 31.

4. 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 the administrator and the District, the Board of Trustees may waive payment of liquidated damages.
5. 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.

Adopted: 1/20/98
Revised: 1/20/15
Revised: 11/14/16