

RESIGNATION/RETIREMENT OF PROFESSIONAL STAFF

Resignation

A certified professional staff member who wishes to resign must submit their intent to the superintendent in writing at the time of contract renewal. Should a professional staff member resign at a time other than during contract renewal, board action will be required to dissolve the contractual agreement. The staff member may be required to pay liquidation damages to be released.

If a teacher initiates the termination of his or her teaching contract before its termination date, it is agreed that the school district will suffer damages that would be impracticable or extremely difficult to fix and therefore the employee will submit the following monetary damages with their resignation: contract return date through June 30th- \$1,500, July 1st through July 31st- \$2,000, after July 31st - \$5,000.

The school board may choose to approve the waiver of fees no later than the September board meeting, if the teacher requests this approval to the board in writing. The written response should be delivered to the superintendent of schools no later than the first Monday of September.

Retirement

The school board through the business administrator, shall honor all retired employees who have given extensive and valuable service to the schools with an appropriate resolution setting forth its appreciation of the services rendered.

Benefits

Upon resignation or retirement the employee will be entitled to insurance benefits through the end of the month in which they terminate.

Legal References: SDCL 3-12-46 et. seq., 13-8-39.1, 13-10-4; 13-10-6 through 13-10-8, Age Discrimination in Employment Law, P.L. 95-256

Policy:

Adopted: 10/24/1977

Revised: 08/11/1986; 02/13/1989; 04/10/2007; 12/08/2008

Revised: 07/08/2013; 08/10/2015, 07/11/2022, 06/10/2024