

Policy

SEPARATION

Teachers, who for any reason intend to resign or who intend to retire, are encouraged to indicate their plans to the superintendent at as early a date in the school year as practical and giving such notice of intent to resign or retire within the time frame required by contract.

Resignations become effective at the end of the school year in which they are submitted unless a specific date is indicated in the resignation. Under no circumstances may the effective date of resignation be less than sixty days (60) from the submission of the resignation.

The superintendent, based on the needs of the district and the availability of a suitable replacement, will consider an early release request on an individual basis.

Procedures for dismissal of certified staff are governed by law, and all actions of the board as well as the rights and privileges of employees.

Teaching staff members are dismissed only when all efforts to assist the teacher to achieve professional standards of teaching have been exhausted without response.

Adopted: January 9, 2007
NJSBA Review/Update: September 2016
Readopted: February 28, 2017

Key Words

Termination, Dismissal

Legal Reference: N.J.S.A. 18A:6-10 et seq. Dismissal and Reduction in compensation (tenured staff)
N.J.S.A. 18A:16-2 Physical examinations; drug testing; requirement
N.J.S.A. 18A:16-4 Sick leave; dismissal
N.J.S.A. 18A:17-2 Tenure of secretaries, assistant secretaries, school business administrators, business managers and secretarial and clerical employees
N.J.S.A. 18A:17-3 Tenure of janitor employees
N.J.S.A. 18A:27-1 et seq. Employment and Contracts
See particularly:
N.J.S.A. 18A:27-4.1
N.J.S.A. 18A:28-8 Notice of intention to resign required
N.J.S.A. 18A:66-43 Retirement for service age limits

Possible

Cross References: *2131 Superintendent
*4111.1/4211.1 Nondiscrimination/affirmative action
*4112.4/4212.4 Employee health
4112.5/4212.5 Criminal history check
*4112.6/4212.6 Personnel records
*4112.8/4212.8 Nepotism
*4121 Substitute teachers
*6010 Goals and objectives

DISMISSAL, SUSPENSION AND TERMINATION (continued)

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