

Policy

TERMINATION

Each employee under contract in the Harrison Township School District shall have agreed to mutually satisfactory terms for the termination of employment. The board shall respect and uphold the terms of the contracted termination agreement. It is the expectation of the board that the employee will also respect the contract terms.

The board may terminate any employee under tenure 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 the employer that termination of the contract is best for the school system;
- C. By direct request from the employer.

Should an employee terminate on request of the board, the employee may be terminated immediately and paid for the period of notice.

Any employee under tenure of service desiring to relinquish his/her position shall give the board of education at least 30 days written notice of his/her intention (except that administrative staff are required to give 60 days notice). The board may approve a release on shorter notice. If the employee fails to give the required notice, he/she shall be deemed guilty of unprofessional conduct and the Commissioner may suspend his/her certificate for not more than one year. It is the responsibility of the school district to notify the Commissioner of Education of this action of the employer.

Adopted: December 17, 2007
NJSBA Review/Update: June 2014
Readopted: October 27, 2014

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

TERMINATION (continued)

*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
*4222	Noninstructional aides
*5120	Assessment of individual needs
*6010	Goals and objectives

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