

TERMINATION AGREEMENTS

The Board of Education is greatly concerned about former employees of school districts or BOCES who have resigned their positions pursuant to settlement agreements after having been served with disciplinary charges or told they would be subjected to disciplinary action. Such termination or settlement agreements often prohibit the disclosure of their terms to prospective subsequent employers, thus preventing prospective employers from becoming fully apprised of the reason(s) the individuals left their former positions and taking appropriate action.

The Board therefore prohibits agreement to any provision in any such settlement which will prevent the district from apprising prospective employers of the reason(s) that an employee has left employment with this district.

No school personnel or Board member, with the exception of the Superintendent of Schools and/or his/her designee, shall make any statements concerning the reason(s) that an individual has left employment with the district. The Superintendent and/or his/her designee shall seek legal counsel concerning the nature of statements which are permissible in the particular case, prior to making any statement in regard to the case.

The district will also report any serious misconduct to the appropriate authorities, including, but not limited to, the State Education Department and local authorities.

Adoption date: November 22, 1993