

PERSONNEL SERVICES

Regulation 4710

Separation

Resignation: Certificated Staff

The professional contract is not a simple statement of intent: it is a legally binding contract between the certificated employee and the Worth County R-III School District. The Board feels that, like signing any legal contract, it should not be done lightly or without deep consideration. Once signed, the only way a teacher or administrator can be released from a contract legally is through the action of the Board. All contracts will be governed by the conditions set forth by the Missouri Teacher Tenure Act.

After a member of the professional staff has signed a contract with the school district, resignation from that contract will be accepted only if a suitable replacement can be found. Due to the additional time and expense of replacing a late resignation, if the board releases the member from a contract the following fees will be assessed:

For the superintendent:

1. From date of contract to March 1: 1% of current contracted salary
2. From date of March 2 to April 1: 2% of current contracted salary
3. From date of April 2 to May 1: 2.5% of current contracted salary
4. From date of May 2 to July 1: 3% of current contracted salary

For the principal:

1. From date of contract to April 1: 1% of current contracted salary
2. From date of April 2 to May 1: 2% of current contracted salary
3. From date of May 2 to July 1: 3% of current contracted salary

For teachers:

1. From date of contract to May 1: non-tenure: 1% of current contracted salary
2. From date of May 2 to May 31 for non-tenure: 2% of current contracted salary
3. From date of June 1 to July 1 all teachers: 3% of current contracted salary

For all certificated personnel:

1. From date of July 1 to July 15: 5% of current contracted salary
2. From date of July 15 to July 31: 6% of current contracted salary
3. From date of August 1 to August 15: 8% of current contracted salary
4. After first contract day: 10% of current contracted salary

Payment must be made or a payment schedule arranged before the resignation will be accepted by the Board of Education. If the request is made due to illness, transfer of spouse, military service or other unique situations, the board will give individual consideration.