

TERMINATION OF EMPLOYMENT

The superintendent has the statutory authority to issue probable cause for termination to a certified staff member. The board shall consider the termination of a classified staff member based upon the recommendation of the superintendent. The notice of termination shall include notice of any appeal rights the employee may have.

A. Probationary Status

Unless otherwise specified in a bargaining agreement, classified staff are granted probationary status during the first sixty (60) work days of employment. During that period of time, they are subject to termination without advance notice. Upon satisfactory completion of sixty (60) work days of consecutive service, a staff member may be granted regular status. Regular status classified staff are employed on a month-to-month basis and shall be provided at least ten (10) calendar days notice before termination. Such staff member shall be entitled to an informal pre-termination meeting with the superintendent prior to any action taken by the board of directors.

B. Program and Staff Reductions

Program and staff reductions may be required as a result of enrollment decline, failure of a special levy election, a reduction in revenues, insufficient available resources to continue programs or services, or termination or reduction of funding of categorically-funded projects. The board shall, after a review of such changes, as well as indicators such as test results, community surveys, informal and formal statements of support and/or opinion, and the district's statement of philosophy, identify those educational programs and services which shall be reduced, modified, or eliminated.

When the reduction, modification or elimination of programs and/or services necessitates a reduction in staff, the board shall retain staff members based upon qualifications and experience necessary for the retained positions and applicable bargaining agreements.

Legal References:	RCW 28A.400.300	Hiring and Discharging Employees — Leaves for employees — Seniority and leave benefits, retention upon transfers between schools
	28A.400.320	Mandatory termination of classified employees
	28A.400.340	Discharge Notices Include Appeal Rights
	28A.405.470	Mandatory termination of certified employees

Adoption Date: 6/12/2006
Revised: 8/25/2008