

PROFESSIONAL EMPLOYEES

Professional employees who for any reason intend to resign are encouraged to indicate their plans in writing at as early a date in the school year as possible, such as when plans become firm and/or the decision to leave the school district is made. A resignation becomes effective at the end of the school year in which it is submitted. A resignation for any other time requires 30 days' notice unless the superintendent consents to a shorter notice period.

If a teacher has not been recommended for dismissal but fails to meet the notice requirements and the superintendent does not consent to a waiver of notice, the superintendent shall inform the board and recommend to the board whether a request should be made to the State Board of Education to revoke the teacher's license for the remainder of the school year. The superintendent shall place a copy of the request in the teacher's personnel file.

The superintendent must notify the State Board of Education if a teacher's criminal history is relevant to the teacher's resignation, regardless of whether the teacher gave adequate advance notice of resignation.

If a teacher who has been recommended for dismissal under the applicable state law resigns without the written consent of the superintendent, then: (1) the superintendent shall report the matter to the State Board of Education; (2) the employee shall be deemed to have consented to the placement of the written notice of the superintendent's intention to recommend dismissal in the employee's personnel file; (3) the employee shall be deemed to have consented to the release to prospective employers, upon request, of the fact that the superintendent has reported this employee to the State Board of Education; and (4) the employee shall be deemed to have voluntarily surrendered his or her license pending an investigation by the State Board of Education to determine whether to seek action against the employee's license.

Upon inquiry from a North Carolina local board of education, charter school, or regional school as to the reason for a teacher's resignation, the superintendent or designee shall indicate if the teacher's criminal history was relevant to the resignation.

CLASSIFIED EMPLOYEES

To help ensure the smooth operation of the schools, classified employees who plan to resign for any reason are encouraged to provide 30 days' notice whenever possible.

ALL EMPLOYEES

Letters of resignation will be submitted to the superintendent. Resignations may be accepted, on behalf of the board, by the superintendent or his or her designee.

Each employee who is leaving the school district will be encouraged to meet with the superintendent or his designee to discuss the reasons for leaving and to identify any practices or policies which he or

she feels are detrimental to the objectives of the school district. Interviews with employees who resign are encouraged and will be conducted by the superintendent or his designee. To the extent possible, statements made by employees will be confidential. However, should another North Carolina local school board, charter school, or regional school inquire as to the reason for any employee's resignation, the superintendent or designee must indicate if criminal history was relevant to the employee's resignation. An Employee Exit Survey will also be provided to each employee resigning from Elkin City Schools. Survey completion is optional and a signature is not required. Surveys should be returned to the Director of Human Resources.

Legal References: G.S. 115C-47, -325 (e)-, and -325(o) (applicable to career status teachers),-325.4 and -325.9 (applicable to non-career status employees), -332

Cross References: Personnel Files (policy 7820), Professional Employees: Demotion and Dismissal (policy 7930)

Adopted: August 28, 2000

Revised: March 26, 2012; July 28, 2014; April 23, 2018; September 28, 2020

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