

SEPARATION FROM EMPLOYMENT AND DISCIPLINE

Puget Sound Educational Service District (PSESD) is committed to becoming an Anti-racist Multicultural Organization. This policy and the implementing procedure address separations from employment, including resignation, nonrenewal, and discharge, as well as discipline that may lead to nonrenewal or discharge.

The Superintendent or designee has all authority consistent with state law to initiate the nonrenewal and discharge of an employee, as well as the authority to accept employment resignations. All rules, regulations and practices of the PSESD involving discipline, nonrenewal, and discharge shall be consistent with applicable laws. Any employee who receives a notice of nonrenewal or discharge will also receive a notice of the appeal process.

The Superintendent or designee will develop procedures to implement this policy.

Adopted: November 1977
Revised: September 1979
Revised: October 1980
Revised: October 1997
Revised: September 2014

Relevant PSESD Board Governance Policies: EL 4, Treatment of Staff

Cross References: Operating Policy No. 1000 Non Discrimination
 Operating Policy No. 1010 Racial Equality
 Operating Policy No. 5000 Employment of Personnel
 Operating Policy No. 5050 Contract with Certificated Employees
 Operating Policy No. 5240 Staff Evaluation

Legal References	RCW 28A.310.250	Certificated employees of district— Contracts of employment—Nonrenewal of contracts—Notice.
	RCW 28A.310.260	Certificated employees of district— Adverse change in contract status—Notice
	RCW 28A.400.300	Hiring and discharging employees—

Written leave policies—Seniority and leave benefits of employees transferring between school districts and other educational employers

- RCW 28A.400.320 Mandatory termination of classified employees—Appeal—Recovery of salary or compensation by district
- RCW 28A.400.340 Notice of discharge to contain notice of right to appeal if available
- RCW 28A.405.100 Minimum criteria for the evaluation of certificated employees—Revised four-level evaluation systems for classroom teachers and principals—Procedures—Steering committee—Models—Implementation—Reports
- RCW 28A.405.140 Assistance for teacher may be required after evaluation
- RCW 28A.405.210 Conditions and contracts of employment—Determination of probable cause for non-renewal of contracts—Nonrenewal due to enrollment decline or revenue loss—Notice—Opportunity for hearing
- RCW 28A.405.220 Conditions and contracts of employment—Nonrenewal of provisional employees—Notice—Procedure
- RCW 28A.405.300 Adverse change in contract status of certificated employee—Determination of probable cause—Notice—Opportunity for hearing.
- RCW 28A.405.310 Adverse change in contract status of certificated employee, including non-renewal of contract—Hearings—Procedure
- RCW 28A.405.470 Crimes against children—Mandatory termination of certified employees—Appeal—Recovery of salary or compensation by district

RCW 28A.410.090	Revocation of authority to teach—Criminal basis—Complaints—Investigation—Process
WAC 180-44-060	Drugs and alcohol—Use of as cause for dismissal
Chapter 181-86 WAC	Policies and procedures for administration of certification proceedings
Chapter 181-87 WAC	Acts of Unprofessional Conduct
Chapter 392-191 WAC	Professional Growth and Evaluation of School Personnel

Resource: [Racial Equity Tool](#)

In support of the Agency's commitment to become an Anti-Racist Multi-Cultural Organization, the agency utilizes the *Racial Equity Tool*, developed by the City of Seattle's Race & Social Justice Initiative, to ensure racial equity best practices are engaged when evaluating programs, practices, policies and procedures and workforce equity.