

TERMINATION AGREEMENTS

The Board believes that it is incumbent upon a school District to provide a truthful account of the reasons why an employee has left district employment. The Board therefore does not look with favor on any termination settlement agreement which prevents the district from giving prospective employers this information.

If a termination settlement agreement is made, the Superintendent or designee may only give out information as provided for in the agreement. However, if the employee is subject to Government Code 53262, a copy of the settlement agreement shall be available to the public upon request as required by law.

Legal Reference:

GOVERNMENT CODE

53260-53264 Employment contracts

LABOR CODE

1198.5 Inspection of personnel files by employees

CODE OF REGULATIONS, TITLE 5

80311 Reports of dismissal, resignation and other terminations for cause

80332 Professional honesty in letters of employment recommendation

Board of Trustees of Leland Stanford Junior University v. Superior Court (1981) 119 Cal. App. 3d 516