

RESIGNATION OF LICENSED STAFF MEMBERS

In accordance with the Colorado Teacher Employment, Compensation and Dismissal Act (the Act), a licensed staff member who qualifies as a teacher under the Act, may terminate his/her employment contract with Colorado Springs School District 11 (the District): (i) for the succeeding academic year by giving written notice no later than 30 days prior to the commencement of the succeeding academic year; (ii) after the beginning of the academic year by giving at least 30 days' written notice; or (iii) at any time by mutual agreement of the teacher and the Colorado Springs School District 11 Board of Education (the Board). Teachers seeking to terminate their employment contracts shall give written notice to the District's Human Resources Department.

Unless otherwise provided by the Act, a teacher who without good cause fails to provide the notice described above could be subject to the payment of damages to the District, and the Board shall be authorized to collect or withhold damages from compensation due or payable to the teacher in an amount equal to the lesser of: (i) the ordinary and necessary expenses incurred in securing a suitable replacement, or (ii) one-twelfth of the teacher's salary as specified in his/her employment contract.

If a teacher resigns as a result of an allegation of unlawful behavior involving a child, including unlawful sexual behavior, which is supported by a preponderance of evidence, the Board delegates to the Superintendent the responsibility for immediately notifying the Colorado Department of Education (CDE) and for providing any information requested by the CDE concerning the circumstances of the resignation. The District shall notify the teacher that information concerning his/her resignation is being forwarded to the CDE unless providing such notice conflicts with applicable law.

Current practice codified 1980
Revised June 1988
Revised May 16, 2012
Reviewed February 22, 2017
Reviewed November 13, 2019

LEGAL REFS.: C.R.S. 19-3-301 et seq. (Child Protection Act of 1987)
 C.R.S. 22-32-109.7
 C.R.S. 22-63-202