



# Liquidated Damages

September 17, 2015

# Resignation Without Prior Board Approval

- ARS §15-545, Resignation restrictions; unprofessional act; penalty

“A certificated teacher shall not resign after signing and returning his contract, unless the resignation is first approved by the governing board. A teacher who resigns contrary to this section shall be deemed to commit an unprofessional act and, upon request of the governing board, shall be subject to such disciplinary action, including suspension or revocation of certificate, as the state board of education deems appropriate.”

Policy GCQC ©  
RESIGNATION OF PROFESSIONAL  
STAFF MEMBERS

“All resignations or requests to be released from contract shall be presented in writing to the Board for approval. A release from an uncompleted contract may be granted contingent upon the availability of a well-qualified, certificated teacher as a replacement.”

“A teacher who resigns contrary to this policy shall be deemed to have committed an unprofessional act and shall be subject to the penalty as provided under Arizona statutes and State Board of Education regulations.”

# Arizona State Board of Education Meeting

- ADE recommendations that school districts include liquidated damages clauses in their contracts so a school can be made whole. Districts throughout state are experiencing contract breaks.
- Upcoming taskforce to look at recruitment/retention

# ASA Data

<b>District</b>	<b>Fee</b>
Catalina Foothills	\$ 0
Cave Creek USD	\$ 2,500
Glendale EL	\$ 2,500
Madison	\$ 1,500
	\$ 2,500 (certified)
Peoria	\$ 3,000 (admin.)
Tempe	\$1,500

# Contract Changes Over Time

Contract Year	Changes
2009-2010	Added Salary Reduction Language
	Added Furlough Day Language
2011-2012	Changed to Electronic Signing
2012-2013	Added Additional Salary Reduction Language
2013-2014	Added Certification/Fingerprint Language
	Added Timeline for Acceptance/Revoke Language
2014-2015	Removed Furlough Day Language
	Include Pay Schedule
2015-2016	No Longer Continuing/Probationary Contracts
	Added Liquidated Damages Language

# Next Steps

- Meeting each spring to review changes with Association Presidents
- Email to employees highlighting contract changes prior to contracts sent

# Questions

