Termination Agreements

Adopted: 03/10/2026 **| Last Revised**: n/a **| Last Reviewed**: n/a

If a termination settlement agreement has been made with an employee, the Superintendent or designee shall inform prospective employers, upon request for an employment reference, that an agreement exists and that they may only provide information as provided for in the agreement.

Cash settlements made upon the termination of a contract shall never exceed an amount equal to the employee's monthly salary multiplied by the number of months, up to 18, in the unexpired term of the contract. This amount is a maximum ceiling, not to be construed as a target amount for settlement agreements.

Settlement agreements shall not include noncash items other than health benefits, which the district may offer to continue for the unexpired term up to 18 months or until the employee finds other employment, whichever comes first.

Copies of settlement agreements with a superintendent, deputy superintendent, assistant superintendent, associate superintendent or other similar chief administrative officer or chief executive officer shall be made available to the public upon request.

Policy Reference Disclaimer:
These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

Legal References:

STATE
CALIFORNIA CODE OF REGULATIONS
5 CCR 80303 Reports of change in employment status; alleged misconduct
5 CCR 80332 Professional candor and honesty in letters or memoranda of employment recommendation
CIVIL CODE
47 Privileged communication
GOVERNAMENT CODE
53260-53264 Employment contracts
LABOR CODE
1198.5 Personnel records related to performance and grievance
MANAGEMENT RESOURCES
COURT DECISION
Board of Trustees of Leland Stanford Junior University v. Superior Court (1981) 119 Cal. App. 3d 516
Randi W. v. Muroc Joint Unified School District et al. (1997) 14 Cal. 4th 1066

Rule Adopted: 03/10/2026