

## **Separation from Employment (Instructional Employees)**

### **1. Resignations**

Professional employees, whether tenured or non-tenured desiring to resign must present a written resignation at least sixty (60) days prior to the effective date of the resignation.

Long-term substitutes desiring to resign must present a written resignation at least thirty (30) days prior to the effective date of the resignation.

### **2. Separation for Cause**

Professional employee contract will be terminated in accordance with provisions of state law for any one of the following causes: immorality; incompetence; unsatisfactory teaching performance as defined by law, intemperance; cruelty; persistent negligence in the performance of duties, willful neglect of duties, physical or mental disability as documented by competent medical evidence, which after reasonable accommodation of such disability as required by law substantially interferes with the employee's ability to perform the essential functions of employment, advocating, or participating in, un-American or subversive doctrines; and persistent and willful violation of school laws of Pennsylvania, including official directives of and established policy of the Board.

### **3. Retirement**

Professionals may voluntarily retire from the District consistent with the guidelines of the Public School Employees' Retirement System (PSERS). These guidelines may be reviewed in the Business Office.