

MIDDLETOWN UNIFIED SCHOOL DISTRICT

Regulation 4217.5: Termination Agreements

Original Adopted Date: 1/17/2024

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 he/she 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. (Government Code 53260)

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. (Government Code 53261)

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. (Government Code 53262)

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.

State	Description
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
Civ. Code 47	Privileged communication
Gov. Code 53260-53264	Employment contracts
Lab. Code 1198.5	Personnel records related to performance and grievance
Management Resources	Description
Court Decision	Board of Trustees of Leland Stanford Junior University v. Superior Court, (1981) 119 Cal. App. 3d 516
Court Decision	Randi W. v. Muroc Joint Unified School District et al., (1997) 14 Cal. 4th 1066
Website	CSBA District and County Office of Education Legal Services

Cross References

Code	Description
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1340	<u>Access To District Records</u>
1340	<u>Access To District Records</u>
2121	<u>Superintendent's Contract</u>
4112.6	<u>Personnel Files</u>
4112.61	<u>Employment References</u>
4212.6	<u>Personnel Files</u>
4212.61	<u>Employment References</u>
4312.1	<u>Contracts</u>
4312.6	<u>Personnel Files</u>
4312.61	<u>Employment References</u>