

## **Personnel Termination Agreements**

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

(cf. 1340 - Access to District Records)

(cf. 4112.6/4212.6/4312.6 - Personnel Records)

(cf. 4112.61/4212.61/4312.61 - Employment References)

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 12, in the unexpired term of the contract, and subject to any terms and conditions as set forth in 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 12 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.

(cf. 2121 - Superintendent's Contract)

(cf. 4312.1 - Contracts)

*Fresno Unified School District does not harass, intimidate, or discriminate on the basis of race, color, ethnicity, national origin, ancestry, age, creed, religion, political affiliation, gender, gender identity or expression or genetic information, mental or physical disability, sex, sexual orientation, parental or marital status, military veteran status, or any other basis protected by law or regulation, in its educational program(s) or employment.*

Legal Reference:

### **CIVIL CODE**

47 Privileged communication

### **GOVERNMENT CODE**

53260-53264 Employment contracts

### **LABOR CODE**

1198.5 Inspection of personnel files by employees

### **CODE OF REGULATIONS, TITLE 5**

80311 Reports of dismissal, resignation and other terminations for cause

80332 Professional honesty in letters of employment recommendation

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, (1997) 14 Cal. 4th 066 Regulation

FRESNO UNIFIED SCHOOL DISTRICT

approved: April 8, 1998 Fresno, California

revised: October 25, 2017