



# College Station Independent School District

*Success...each life...each day...each hour*

## MEMORANDUM

To: Dr. Clark Ealy, Superintendent

From: Molley Perry, Chief Administrative Officer *Molley Perry*

Date: August 15, 2018

Subject: Consider sanctions for abandonment of contract

Agenda Item: I-2

District Goal: Goals 1 and 3

### Background

Pursuant to school board policy DFE(LEGAL), an educator employed under a probationary contract for the following school year, or under a term or continuing contract, may relinquish the position and leave district employment at the end of the school year without penalty by filing a written resignation with a board or a board's designee not later than the 45th day before the first day of instruction of the following school year.

On written complaint by a district, the State Board for Educator Certification (SBEC) may impose sanctions against an educator who is employed under a probationary contract, or under a continuing or term contract, for the following school year, and who:

1. Resigns;
2. Fails without good cause to comply with the resignation deadline or the provision regarding resignation by consent; and
3. Fails without good cause to perform the contract.

Following the 45<sup>th</sup> day before the first day of instruction in the 2018-19 school year, two resignations were received from teachers assigned to provide dual language instruction, Mildred Duran Lopez and Trancito Renata Rodarte. The stated reason for resignation of both teachers was their intent to teach at another school located within the boundaries of College Station ISD. These are critical positions and are very difficult to fill. Each dual language teacher was provided a written notification on July 31, 2018 stating that if they did not return to work as scheduled on August 9, 2018, the district would pursue sanctions for abandonment of their contracts. Both individuals did not report to work on August 9, 2018.

### Recommendation

It is recommended that the College Station Independent School District Board of Trustees render a finding that good cause did not exist for Mildred Duran Lopez and Trancito Renata Rodarte to abandon their employment contracts with College Station ISD, and further direct the Administration to take all steps necessary to provide notice of such and this Board's finding to TEA.

**Molley Perry**  
Chief Administrative Officer

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*Clark Ealy*  
8/20/18  
**CLARK C. EALY, Ph.D.**  
Superintendent of Schools