

EMPLOYEE RESIGNATIONS

Background

The District requires that employees wishing to resign from the employ of the District must do so in accordance with the provisions of provincial statutes, collective agreements and District administrative procedures.

Procedures

1. Unionized Employees

- 1.1 The employee wishing to resign from employment with the District shall submit a letter of resignation to the Manager/Officer of Human Resources specifying the proposed resignation date.
- 1.2 Upon receiving a letter of resignation, the Manager/Officer of Human Resources shall:
 - 1.2.1 Ensure that the period of notice given by the employee is in accordance with the conditions of employment;
 - 1.2.2 If in accordance, accept, in writing, the resignation;
 - 1.2.3 Forward a copy of the letter accepting the resignation, to the payroll department.
- 1.3 If, upon receiving a letter of resignation, Manager/Officer of Human Resources believes that the period of notice does not comply with the conditions of employment, the Superintendent or designate may:
 - 1.3.1 Require the employee to honour the appropriate period of notice; or
 - 1.3.2 Accept the resignation as offered; and
 - 1.3.3 Forward a copy of the letter accepting the resignation to the payroll department.

2. Exempt/Principal Vice-Principal Procedures

- 2.1 The employee wishing to resign from employment with the District shall submit a letter of resignation to the Superintendent specifying the proposed resignation date.
- 2.2 Upon receiving a letter of resignation, the Superintendent shall:
 - 2.2.1 Ensure that the period of notice given by the employee is in accordance with the conditions of employment;
 - 2.2.2 If in accordance, accept, in writing, the resignation;
 - 2.2.3 Forward a copy of the letter accepting the resignation, to the payroll department.

- 2.3 If, upon receiving a letter of resignation, Manager/Officer of Human Resources believes that the period of notice does not comply with the conditions of employment, the Superintendent or designate may:
 - 2.3.1 Require the employee to honour the appropriate period of notice; or
 - 2.3.2 Accept the resignation as offered; and
 - 2.3.3 Forward a copy of the letter accepting the resignation to the payroll department.

Reference: Sections 22, 65, 85 School Act
Employment Standards Act
Collective Agreements

Adopted: September 1, 2018