

CALEDONIA-MUMFORD CENTRAL SCHOOL

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October 21, 2021

Caledonia-Mumford Central School District Press Release

The Board of Education of the Caledonia-Mumford Central Schools has approved a separation agreement with Paul Estabrooks under which Mr. Estabrooks has agreed to resign, effective immediately. The agreement allows Mr. Estabrooks to remain on the District's payroll until October 12, 2022. The agreement also allows Mr. Estabrooks to be paid for his accrued sick and vacation time pursuant to the administrators' collective bargaining agreement and to receive the dollar equivalent of four months of health insurance premium costs. Mr. Estabrooks will no longer be on the District's health insurance as of October 31, 2021.

This separation agreement was reached because Mr. Estabrooks retains tenure rights under New York Education Law. Such tenure rights, would have entitled Mr. Estabrooks a formal hearing that would have extended over several months, resulted in attorney's fees and substitute costs and had the outcome in terms of whether or not Mr. Estabrooks returned to his principal role determined by a neutral third-party hearing officer. While the hearing was pending over several months, by law, Mr. Estabrooks would have been entitled to remain on the District's payroll and health insurance in any event. At the hearing, the District would have been required to call multiple witnesses, including staff members and potentially students.

The Board determined that it was in the best interests of students, staff members, taxpayers and the community to avoid the uncertainty and significant financial and human cost of a hearing and to pursue an agreement that offered a more immediate, potentially less costly and finite resolution, to bring this matter to a conclusion sooner and allow us to move forward together.

We appreciate your continued support.

Respectfully,

The Caledonia-Mumford Board of Education