

# BOARD REPORT

TO: Board of Education

FROM: Michele Carroll, Director of Human Resources

DATE: Monday, April 28, 2025



TOPIC/PURPOSE OF REPORT: Resolution Relating to the Termination and Nonrenewal of the Teaching Contracts

REFERENCE TO POLICY/STRATEGIC PLAN: Minnesota Statutes 122A.40, Subdivision 5

RECOMMENDED BOARD ACTION: Action Item

DATE FOR BOARD ACTION: Monday, April 28, 2025

## **REPORT**

The first three consecutive years of a teacher's first teaching experience in a single Minnesota school district are considered a probationary period. Teachers currently must work at least 120 days for a year to count toward completion of the probationary period. Days devoted to parent-teacher conferences, workshops and other staff development opportunities and days on which a teacher is absent from school do not count as days of teaching service.

A probationary teacher whose first three years are interrupted for maternity, paternity or medical leave and who resumes teaching within 12 months of when the leave began is considered to have consecutive teaching experience. If the teacher does not receive a notice of non-renewal by July 1 of the third year, the teacher has a continuing contract with the district.

A school board can give notice to a probationary teacher by July 1 during any of the probationary years of employment that their contract will be non-renewed. That means the teacher does not have a job the following year.

This information has been reviewed with the Personnel Committee and a staffing update was shared at the April 14 Work Session.

## **RECOMMENDATION**

For the Board of Education, pursuant to Minnesota Statutes 122A.40, Subdivision 5, to approve the termination and non-renewal of the teaching contracts of several probationary teachers at the close of the current 2024-2025 school year effective June 30, 2025.