



EMPLOYMENT AGREEMENT

WHEREAS, NICOLAS DORNEMANN (hereinafter referred to as “Dornemann”) is employed as a probationary teacher, as defined in Minn. Stat. § 122A.40, Subd. 5, by Independent District No. 283, St. Louis Park, Minnesota (hereinafter referred to as “District”); and

WHEREAS, Dornemann will complete their probationary period under Minn. Stat. § 122A.40, Subd. 5, and acquire continuing contract rights if returned to teach for the 2025-2026 school year; and

WHEREAS, the District wishes to hire Dornemann for the 2025-2026 school year and provide an additional year to work toward achieving tenure with the District and

WHEREAS, the District does not wish to continue to employ Dornemann for the 2025-2026 school year, if it will result in their acquiring continuing contract rights according to Minn. Stat. § 122A.40; and

WHEREAS, the District and Dornemann wish to extend their probationary period to allow Dornemann to be employed for an additional year and

WHEREAS, Dornemann has had the opportunity to consult with the Park Association of Teachers and their legal counsel before signing this agreement; however, if Dornemann declines to do so, Dornemann is aware of the rights that Dornemann is waiving herein and the consequences thereof; and

WHEREAS, both parties understand their rights and obligations under Minn. Stat. § 122A.40; and

WHEREAS, Dornemann understands that this Agreement intends to waive their continuing contract rights, which would otherwise attach July 1, 2025, in the absence of non-renewal under the terms of Minn. Stat. § 122A.40, Subd. 5 and to obtain their consent and agreement that DORNEMANN continue to be treated as a probationary teacher in all respects and subject to non-renewal at any time through July 1, 2026;

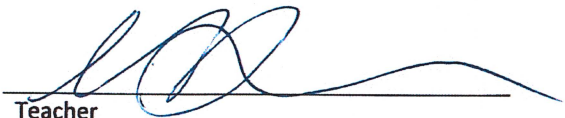
NOW, THEREFORE, it is hereby agreed by the District and Dornemann as follows:

1. Dornemann voluntarily agrees to extend their probationary period through the 2025-2026 school year, waiving their right to the acquisition of continuing contract rights in the absence of non-renewal on July 1, 2025.
2. Dornemann acknowledges and agrees that the School Board may give written notice of non-renewal before July 1, 2025, if it does not wish to renew its contract for the 2025-2026 school year.

3. Dornemann acknowledges that there has been no coercion by the District, School Board, Superintendent, or any other person and that this choice is made voluntarily.
4. Dornemann understands that in the event the School Board does take action to non-renew their contract before July 1, 2025, the employment relationship shall then be terminated effective at the end of the 2024-2025 school year, and Dornemann will, in that event be prevented by this Agreement from claiming prior acquisition of continuing contract rights, arising from their employment relationship with the District.
5. Dornemann acknowledges that by executing this Agreement, there are no mutual covenants, promises, undertakings, or understandings outside of this Agreement other than those specifically set forth herein.

IN WITNESS WHEREOF, the parties have executed this Agreement as set forth above.

Dated: 5-20-25


Teacher

Dated: _____

School Board Chair
Independent District No. 283
St. Louis Park, Minnesota

Dated: _____

School Board Clerk
Independent District No. 283
St. Louis Park, Minnesota