

DATE: April 13, 2026

TITLE: Termination and Non-renewal of Four Probationary Teacher Contracts

TYPE: Action

PRESENTER: Human Resources Director Sue Stark

BACKGROUND: Probationary teaching contracts are reviewed each year and those teachers whose contracts will not be renewed for the following school must be notified of non-renewal no later than July 1.

RATIONALE: [Pursuant Minnesota Statute 122A.40](#)

RECOMMENDATION: The school board approve the following resolution regarding termination and non-renewal of the following probationary teaching contracts.

Early Childhood Preschool Teacher	Geving, Samantha	Community Learning Center	1.0 FTE
Packer Profile Teacher	Flanders, Ryan	Austin High School	1.0 FTE
Special Education Teacher	Good, Samuel	Banfield Elementary	1.0 FTE
Special Education Teacher	Haugen, Candice	Banfield Elementary	1.0 FTE

Member _____ introduced the following resolution and moved its adoption:

RESOLUTION NON-RENEWING PROBATIONARY TEACHING CONTRACTS

WHEREAS, Samantha Geving, Ryan Flanders, Samuel Good, and Candice Haugen are probationary teachers in ISD 492.

NOW, THEREFORE, BE IT RESOLVED by the School Board of Independent School District No. 492 as follows:

1. Pursuant to Minnesota Statute 122A.40, subdivision 5, the probationary teaching contracts of the probationary teachers listed above are hereby non-renewed and their employment with Independent School District No. 492 is hereby terminated effective at the end of the 2025-26 school year.
2. The School Board hereby approves the following written notice informing the teachers of the non-renewal of their probationary contracts. The Superintendent is directed to sign the written notices of non-renewal on behalf of the Board.

Notice of Termination and Non-Renewal

Dear _____:

You are hereby notified that at the regular meeting of the School Board of Independent School District No. 492 held April 13, 2026, a resolution was adopted by a majority vote to terminate your probationary teaching contract effective at the end of the current school year on May 28, 2026, and not to renew your teaching contract for the 2026/2027 school year. Said action of the Board is taken pursuant to M.S. 122A.40, Subdivision 5.

Thank you for your service to Austin Public Schools.

The motion for the adoption of the foregoing resolution was duly seconded by Member _____ and upon vote being taken thereon, the following voted in favor thereof:

and the following voted against:

whereupon said resolution was declared duly passed and adopted this 13th day of April, 2026.