



Prepared for: North Bend School District Board of Directors  
Prepared by: Tim Crider, Assistant Superintendent  
Meeting Date: March 6, 2025

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## **Annual Contract Renewals**

## **ACTION REQUIRED**

### **SUMMARY**

This is a standard operating action taken each year during the March school board meeting.

#### **Probationary Teacher**

A probationary teacher shall serve a three year probationary period, in which each year the board will vote to advance the probationary teacher to the next year of probation, or upon the successful completion of year 3, will vote to move the probationary teacher to a Contract Teacher. This will occur no later than March 15 of each year.

#### **Contract Teacher**

In North Bend “Contract Teacher” means any teacher who has been regularly employed by a school district for a probationary period of three successive school years, and who has been retained for the next succeeding school year.

Per Oregon Revised Statutes 342.895, Contract teachers shall be employed by a school district pursuant to two-year employment contracts.

Upon recommendation of the district superintendent, the district school board may extend a contract teacher’s employment for a new two-year term by providing written notice to the teacher no later than March 15 of the first year of the contract. Any new contract that extends the teacher’s employment for a new term shall replace any prior contracts.

#### **Probationary and Contract Administrators**

Per ORS 342.845, an administrator shall serve a probationary period that does not exceed three years, unless the administrator and the school district mutually agree to a shorter time period. Following a probationary period, an administrator shall be employed by a school district pursuant to a three-year employment contract.

The district school board may elect not to extend the administrator’s contract for any cause the school board in good faith considers sufficient. Prior to March 15 of the second year of the administrator’s contract, the school board shall take one of the following actions:

- (A)** Issue a new three-year contract effective July 1 following the March 15 of the second year of the administrator's contract;
- (B)** Provide, in writing, notice that the contract will not be renewed or extended; **or**
- (C)** Extend the existing contract for a period of not more than one year.

Each district school board shall give written notice of the renewal or nonrenewal of the contract for the following school year by March 15 of each year to all teachers and administrators in its employ who are not contract teachers as defined in ORS 342.815 (**Definitions for ORS 342.805 to 342.937**).

If any district school board fails to give such notice by March 15, the contract shall be considered renewed for the following school year at a salary not less than that being received at the time of renewal. The teacher or administrator may bring an action of mandamus to compel the district school board to issue such a contract for the following school year.

Temporary Teacher Non-Renewal without Prejudice

Per ORS 342.815, "A temporary teacher" means a teacher employed to fill a position as temporary, experimental, or to fill a vacancy which occurs after the opening of school because of anticipated enrollment or because of the death, disability, retirement, resignation, contract non-extension or dismissal of a contract or probationary teacher. All temporary positions shall be terminated at the conclusion of the school year and are considered non-renewals without prejudice, meaning the teacher may apply for other jobs without the district or individual reporting a non-renewal. In many cases, these positions will be reposted following the non-renewal based on district needs.

**ACTION REQUESTED:**

I am recommending that the board renew the listed probationary and administrators for one year and extension of the listed contracted teachers (2 years) and Administrators (3 years). I am also recommending that the listed temporary teachers be non-renewed without prejudice by the district.

**ACTION REQUESTED:**

"I move to renew/non-renew the teachers and administrators as listed."