

BOARD REPORT

TO: Board of Education
FROM: Director of Human Resources Emily Herman
DATE: Monday, April 27, 2026



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 27, 2026

REPORT

The first three consecutive years of a teacher's first teaching experience in a single school district or single charter school in Minnesota or another state and in each district in which the teacher is thereafter for one year are considered a probationary period. Teachers currently must work at least 90 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.

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 2025-2026 school year effective June 30, 2026.