



## **EMPLOYMENT AGREEMENT**

**WHEREAS, Alonzo Parks** (hereinafter referred to as “PARKS”) is employed as a probationary High School Assistant Principal in the Principal Association, by Independent District No. 283, St. Louis Park, Minnesota (hereinafter referred to as “District”); and

**WHEREAS**, principals and assistant principals are defined as “teachers” under Minn. Stat. § 122A.40, Subd. 5 for continuing contract rights. PARKS will complete their probationary period under Minn. Stat. § 122A.40, Subd. 5, and would acquire continuing contract rights if returned to their assignment for the 2024-2025 school year; and

**WHEREAS**, the District wishes to hire PARKS for the 2024-2025 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 PARKS or the 2024-25 school year, if it will result in their acquiring continuing contract rights according to Minn. Stat. § 122A.40; and

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

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

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

**WHEREAS**, PARKS understands that this Agreement intends to waive their continuing contract rights, which would otherwise attach July 1, 2024, in the absence of non-renewal under the terms of Minn. Stat. § 122A.40, Subd. 5 and to obtain their consent and agreement that PARKS continue to be treated as a probationary assistant principal for one additional year in all respects and subject to non-renewal at any time through July 1, 2025;

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

1. PARKS voluntarily agrees to extend their probationary period through the 2024-2025 school year, knowingly waiving their right to the acquisition of continuing contract rights in the absence of non-renewal on July 1, 2025.
2. PARKS 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. PARKS 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. PARKS 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 PARKS 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. PARKS 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: \_\_\_\_\_

\_\_\_\_\_  
Alonzo Parks, Assistant Principal

Dated: \_\_\_\_\_

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

Dated: \_\_\_\_\_

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