



**Board of School Trustees
Mansfield Independent School District**

TITLE: Proposed Nonrenewal of Term Contract

DATE: April 22, 2025

BACKGROUND:

The Human Resources Report contains the recommended notice of proposed nonrenewal of the term contracts of teachers, containing the Board policy reasons for nonrenewal, per Board Policy DFBB. This notice will enable the teachers to request a nonrenewal hearing, which the Superintendent recommends be conducted by an attorney designated by the Board. After the nonrenewal hearings and the Board's receipt of the hearing officer's recommendations, including all testimony and evidence from the hearings, the employees and the administration will have the right to oral argument in front of the Board. After oral argument, the Board will decide whether or not to nonrenew the teachers' contracts. If the teachers do not request a hearing, then, at next month's meeting, the Board will vote whether or not to nonrenew their term contracts.

CONSIDERATIONS:

- Approve giving the teachers notice of proposed term contract nonrenewal.
- Do not approve giving the teachers notice of proposed term contract nonrenewal, which will provide them with a term contract for the following school year, by operation of law.

RECOMMENDATION:

The Superintendent recommends giving the teachers notice of proposed nonrenewal of their term contracts.

If Board agrees, the motion would be:

"I move that the Board give the teachers notice of proposed nonrenewal of their term contracts, as recommended by the Superintendent, and authorize the Superintendent of Schools to send the notice letter."