



May 12, 2026, School Board Meeting

INSTRUCTIONS FOR BOARD CHAIR FOR NON-RENEWAL OF PROBATIONARY LICENSED EMPLOYEES

Resolution Procedures: With regard to the action required, the following steps are recommended:

First Resolution - Motion to Forgo the Reading of Individual Names of Probationary Non-Renewal Staff:

Not to read the actual names on the Non-renewal Resolution.

1. A Board Member moves the adoption of the resolution to not read the names of the probationary employees listed in the actual non-renewal resolution.
2. Another Board Member seconds the motion.
3. Call for discussion, if any.
4. Call the vote. A roll call vote must be taken for the first resolution to not read the names.

MOTION:

MOVED BY: _____ **2ND:** _____.

VOTE:

Anderson:		Kaufman:	
Baldwin:		Mancini:	
Cox:		Williams:	
Davis:			

Second Resolution- Motion to Non-renewal Named Probationary Employees

1. A Board Member moves the adoption of the resolution to non-renewal of the named employees' contracts in the resolution.
2. A Board Member (usually the Clerk) reads the full resolution through once without reading the actual names of the teachers listed (**see sample below**).
3. Another Board Member seconds the motion.
4. Call for discussion, if any.
5. Call the vote. A roll call vote must be taken.

Resolution relating to the non-renewal of 15 teaching contracts (termination of employment for 15 licensed employees).

MOTION:

MOVED BY: _____ **2ND:** _____.

VOTE:

Anderson:		Kaufman:	
Baldwin:		Mancini:	
Cox:		Williams:	
Davis:			



**RESOLUTION TO THE TERMINATION AND NON-RENEWAL OF THE LICENSED CONTRACTS FOR
PROBATIONARY EMPLOYEES.**

WHEREAS, (Josie Lavoie, Maria Carazo Alvarez, Maribel Fernandez Moctezuma), 3 licensed employees were first employed as teachers in Independent School District No. 283 for the 2023-2024 school year, and

WHEREAS, (Gabrielle Benson, Nicolas Dornemann, Kenneith Teamoh), 3 licensed employees were first employed as teachers in Independent School District No. 283 for the 2024-2025 school year, and

WHEREAS, (Adam Johnson, Carol Beers, Emily Nibbe, Emma Hills, Molly Timmerman, Patricia McDougall, Sai Prasanthi Nalavenkata, Scott Kolman-Keen, Steven Burth), 9 licensed employees were first employed as teachers in Independent School District No. 283 for the 2025-2026 school year.

BE IT RESOLVED by the School Board of Independent School District No. 283 under Minnesota Statutes 122A.40, Subdivision 5, that the licensed contracts of the (15 named probationary employees within this resolution) in Independent School District No.283 are hereby terminated at the close of the 2025-2026 school year.

BE IT FURTHER RESOLVED, by the School Board of Independent School District No. 283, that written notice be provided to said teachers regarding the termination and non-renewal of said teaching contracts as provided by law, and shall be substantiated by the attached forms.



**RESOLUTION TO THE TERMINATION AND NON-RENEWAL OF THE LICENSED CONTRACTS FOR
PROBATIONARY EMPLOYEES.**

WHEREAS, (Josie Lavoie, Maria Carazo Alvarez, Maribel Fernandez Moctezuma), 3 licensed employees were first employed as teachers in Independent School District No. 283 for the 2023-2024 school year, and

WHEREAS, (Gabrielle Benson, Nicolas Dornemann, Kenneith Teamoh), 3 licensed employees were first employed as teachers in Independent School District No. 283 for the 2024-2025 school year, and

WHEREAS, (Adam Johnson, Carol Beers, Emily Nibbe, Emma Hills, Molly Timmerman, Patricia McDougall, Sai Prasanthi Nalavenkata, Scott Kolman-Keen, Steven Burth), 9 licensed employees were first employed as teachers in Independent School District No. 283 for the 2025-2026 school year.

BE IT RESOLVED by the School Board of Independent School District No. 283 under Minnesota Statutes 122A.40, Subdivision 5, that the licensed contracts of the (15 named probationary employees within this resolution) in Independent School District No.283 are hereby terminated at the close of the 2025-2026 school year.

BE IT FURTHER RESOLVED, by the School Board of Independent School District No. 283, that written notice be provided to said teachers regarding the termination and non-renewal of said teaching contracts as provided by law, and shall be substantiated by the attached forms.

MOTION:

MOVED BY: _____ **2ND:** _____.

VOTE:

Anderson:		Kaufman:	
Baldwin:		Mancini:	
Cox:		Williams:	
Davis:			