

**School Board Meeting Agenda Item**

Topic: Non-Renewal Process  
Presenter(s): Bob Jaszczak, Superintendent

Nature of Action Requested

Board Action  
Board Information X

Background Information

Each year, the board considers non-renewal of probationary teachers.

Minnesota Statute 122A.40 Employment; Contracts; Termination.  
Subd. 5. Probationary period.

*(a) The first three consecutive years of a teacher's first teaching experience in Minnesota in a single district are deemed to be a probationary period of employment, and, the probationary period in each district in which the teacher is thereafter employed shall be one year.*

Teachers may get non-renewed for various reasons, including budget issues, declining enrollment, changes in school needs, or performance issues, and these decisions can be made without the need for a formal hearing for non-tenured teachers.

Here's a more detailed breakdown of the reasons for non-renewal:

Non-Performance Related Reasons:

- Budget Constraints:  
School districts facing budget cuts or declining revenue may choose to non-renew teachers to reduce expenses.
- Changes in Student Enrollment:  
A decrease in student enrollment can lead to the elimination of certain positions or classes, resulting in non-renewal for those teachers.
- Elimination of a Subject/Class:  
Schools may restructure programs or eliminate certain subjects or classes, leading to non-renewal for teachers in those areas.
- Restructuring:  
School districts may restructure their programs, leading to the non-renewal of teachers whose positions are no longer needed.

- "Bumping" and Layoffs:

In some cases, teachers may be non-renewed due to "bumping," where a more senior teacher is assigned to a position, resulting in the non-tenured teacher being displaced.

Performance Related Reasons:

- Poor Performance:

If a teacher's performance is deemed unsatisfactory, the school district may choose to non-renew their contract.

- Insubordination or Misconduct:

In some cases, a teacher's insubordinate behavior or misconduct can lead to non-renewal.