

**INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota
SPECIAL MEETING OF THE BOARD OF EDUCATION
Administration Building
360 Colborne Street**

**June 10, 2014
4:00 PM**

A G E N D A

- I. CALL TO ORDER**
- II. ROLL CALL**
- III. APPROVAL OF THE ORDER OF THE MAIN AGENDA**
- IV. NEW BUSINESS**
 - A. Action on Non-Renewal of Probationary Teachers
- V. ADJOURNMENT**

This year there are a total of 53 employees recommended for non-renewal (52 Teachers and 1 Principal). Of the 52 teachers, 12 chose to resign prior to the recommendation for non-renewal going to the Board of Education. The Principal candidate held tenure rights back to their previous position or an equivalent one.

The purpose of June 10, 2014 special board meeting will be to ask for Board approval for the following action:

- Non-renewal of probationary teachers

The Data Privacy Act prevents discussion of individual data, thus only summary data will be discussed.

MN Statute 122A.41 (cities of the first class) applies to Saint Paul Public Schools. This law defines the probationary period as the first three (3) years of consecutive employment. During the probationary period, any annual teaching contract may or may not be renewed, for any reason.

Subd. 4 (b) – A probationary teacher is deemed to have been reemployed for the ensuing school year, unless the school board gives written notice before July 1 of the termination of employment. Therefore all non-renewed teachers must be notified prior to July 1.

The probationary period is a time for the District and the employee to determine if the employment relationship is meeting their expectations.

Even though SPPS may non-renew for ANY reason, common reasons include:

- License (not fully licensed for the position which they hold)
- Performance - not meeting expectations (effective instruction, class room mgmt, team work/prof behavior).
- Budget – vacancies are fewer than needed to place current staff.
- Some combination or other relevant reasons (training)

All teachers recommended for non-renewal are notified in writing and given the option to meet with their Assistant Superintendent to discuss the reasons for the non-renewal. Assistant Superintendents then make their recommendations to the Superintendent. This year, like last year, probationary teachers recommended for non-renewal were

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given the option to resign their employment prior to their Assistant Superintendent making their recommendation to the Superintendent.

This year 21 (of which 6 resigned) probationary teachers recommended for non-renewal were supported through the Peer Assistance and Review Program. These teachers worked with a PAR consulting teacher who provided significant coaching and mentoring during the school year. Both the PAR consultant and the principal evaluated these teachers and the PAR consultant made a recommendation for non-renewal to the PAR Board. The PAR Board then provided recommendations to the Superintendent.

Teachers not served by PAR receive a minimum of 2 observations, which are reviewed with the teacher and are provided assistance if not meeting standards of effective teaching. Supports include mentors and Professional Development.

HUMAN RESOURCE TRANSACTIONS
June 10, 2014

NON-RENEWAL OF PROBATIONARY CONTRACT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Shipp, D.	Principal	June 20, 2014	River East Elem/Secondary
Binning, A.	Classroom Teacher	June 14, 2014	Daytons Bluff
Blewett, J.	Classroom Teacher	June 14, 2014	Creative Arts Secondary School
Bordursky, S. V.	Classroom Teacher	June 14, 2014	Humboldt Secondary School
Carrick, K.	Classroom Teacher	June 14, 2014	Hazel Park Preparatory
Copeland, D.	Classroom Teacher	June 14, 2014	Murray Middle School
Gerber, M.	Classroom Teacher	June 30, 2014	Crossroads Montessori
Granec, J.	Classroom Teacher	June 14, 2014	Daytons Bluff
Gullord, J.	Classroom Teacher	June 14, 2014	Johnson Achievement Plus
Hayek, K.	Classroom Teacher	June 14, 2014	Battle Creek Middle
Hogan, A.	Classroom Teacher	June 14, 2014	Farnsworth Aerospace Upper
James, J.	Classroom Teacher	June 14, 2014	Highland Park Senior High
Johnson, L.	Classroom Teacher	June 14, 2014	Galtier Elementary
Johnson, R.	Classroom Teacher	June 14, 2014	Battle Creek Middle School
LaFrance, J.	Classroom Teacher	June 14, 2014	Cherokee Heights Elementary
Lindquist, J.	Classroom Teacher	June 14, 2014	Washington Tech Secondary
Malone, D.	Classroom Teacher	June 14, 2014	Obama Service Learning Elem
Maurer, J.	Classroom Teacher	June 14, 2014	Highland Park Middle School
Moen, J.	Classroom Teacher	June 14, 2014	Daytons Bluff Achievement Plus
Myers, C.	Classroom Teacher	June 14, 2014	L'Etoile du Nord Lower
Ritter, D.	Classroom Teacher	June 14, 2014	Highland Park Middle School
Stuhl, J.	Classroom Teacher	June 14, 2014	Daytons Bluff Achievement Plus

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<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Thoemke, M.	Classroom Teacher	June 14, 2014	Battle Creek Middle
Tourville, J.	Classroom Teacher	June 14, 2014	Cherokee Heights Elementary
Urbino, J.	Classroom Teacher	June 14, 2014	Highland Park Senior High
Walker, S.	Classroom Teacher	June 14, 2014	Johnson Achievement Plus
Yoemans, L.	Classroom Teacher	June 14, 2014	Highwood Hills Elementary
Matykiewicz, L.	ELL Teacher	June 14, 2014	Daytons Bluff
Bade, B.	Special Education Teacher	June 14, 2014	Highwood Hills Elementary
Bangs, S.	Special Education Teacher	June 14, 2014	Bridge View
Callender, I.	Special Education Teacher	June 14, 2014	Parkway Montessori & Comm Middle
Chapman, M.	Special Education Teacher	June 14, 2014	Wellstone Elementary
Faitsbau, L.	Special Education Teacher	June 14, 2014	Bridge View
Fields, L.	Special Education Teacher	June 14, 2014	Johnson Senior High
Hemingway, G.	Special Education Teacher	June 14, 2014	Bruce F Vento Elementary
Lundgren, M.	Special Education Teacher	June 14, 2014	Washington Tech Secondary
Speese, G.	Special Education Teacher	June 14, 2014	Murray Middle School
Teeter, A.	Special Education Teacher	June 14, 2014	Battle Creek Elementary
Williams, M.	Special Education Teacher	June 14, 2014	Bridge View
Wu, Y.	Special Education Teacher	June 14, 2014	Mississippi Creative Arts
Milbrath, R.	Speech Pathologist	June 14, 2014	Farnsworth Aerospace Upper