

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

**June 4, 2013
4:00 PM**

A G E N D A

- I. CALL TO ORDER**
- II. ROLL CALL**
- III. APPROVAL OF THE ORDER OF THE AGENDA**
- IV. NEW BUSINESS** 2
 - A. Action on Non-Renewal of Probationary Teachers 4
- V. ADJOURNMENT**

June 4, 2013 Special Board Meeting on Non-Renewals

Prior to the Board meeting you received the list of those probationary employees who are being recommended for non-renewal of their contracts. This year a total of 36 employees were recommended for non-renewal (35 Teachers and 1 Assistant Principal). Of the 35 teachers, 9 chose to resign prior to their recommendation for non-renewal going to the Superintendent. The Assistant Principal candidate held tenure rights back to a teaching position and has subsequently taken a new position for next year.

The purpose of June 4, 2013 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 where given the option to resign their employment prior to their Assistant Superintendent making their recommendation to the Superintendent.

This year 10 (of which 7 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 4, 2013

NON-RENEWAL OF PROBATIONARY CONTRACT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Bates, N.	Assistant Principal	June 20, 2013	Battle Creek Middle
Beeman-Bunting, L.	Classroom Teacher	June 11, 2013	The Heights Community
Bieter, C.	Classroom Teacher	June 11, 2013	Humboldt High School
Boman T.	Classroom Teacher	June 11, 2013	Maxfield Magnet
Britain, K.	Classroom Teacher	June 11, 2013	Johnson Achievement Plus
Cochran, N.	Classroom Teacher	June 11, 2013	Mississippi Creative Arts
Coronado, E.	Classroom Teacher	June 11, 2013	Wellstone Elementary
Foss, M.	Classroom Teacher	June 11, 2013	Johnson Senior High
Gertz, A.	Classroom Teacher	June 11, 2013	Farnsworth Aerospace 5-8
Kier, T.	Classroom Teacher	June 11, 2013	Battle Creek Environmental
Koshoshek, K.	Classroom Teacher	June 11, 2013	Galtier Magnet
Minke-Joubert, R.	Classroom Teacher	June 11, 2013	Obama Service Learning
Ninteman, J.	Classroom Teacher	June 11, 2013	Phalen Lake Hmong Studies
Peterson, J.	Classroom Teacher	June 11, 2013	Obama Service Learning
Runquist, H.	Classroom Teacher	June 11, 2013	Galtier Magnet
Saldana-Reyes, R.	Classroom Teacher	June 11, 2013	Riverview School
Severson, L.	Classroom Teacher	June 11, 2013	Frost Lake Magnet
Speed, J.	Classroom Teacher	June 11, 2013	Highwood Hills
Strasser, K.	Classroom Teacher	June 11, 2013	Hazel Park Preparatory
Fernandez, M.	Classroom Teacher	June 11, 2013	Wellstone Elementary
Sheedy, J.	Classroom Teacher	June 11, 2013	Washington Tech Secondary
Foster, E.	ELL Teacher	June 11, 2013	Cherokee Heights School
Armstrong, J.	Special Education Teacher	June 11, 2013	Bridge View
Burgio, M.	Special Education Teacher	June 11, 2013	Bruce F Vento Elementary
Klein, C.	Special Education Teacher	June 11, 2013	American Indian Magnet
O'Byrne, J.	Special Education Teacher	June 11, 2013	Benjamin Mays/Museum
Stevens, J.	Special Education Teacher	June 11, 2013	Gillette Children's Hospital