

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

**June 14, 2016  
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**

## Special Board Meeting on Non-Renewals -June 14, 2016

The purpose of June 14, 2016 special board meeting will be to ask for Board of Education 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.
- **SPPS may non-renew for any reason** however, common reasons include:
  - **Budget** – Vacancies are fewer than needed to place current staff.
  - **License** (not fully licensed for the position which they hold)
  - **Performance** – not meeting expectations (effective instruction, class room mgmt, team work/ professional behavior).
  - **Some combination** and/or other relevant reasons may include (training)

This year there are a total of 45 employees recommended for non-renewal (all are teachers), of the 45 teachers, 9 choose to resign prior to the recommendation for non-renewal going to the Board of Education.

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.

Over the past year 19 probationary teachers recommended for non-renewal were supported through the Peer Assistance and Review Program.

These teachers worked with a Par Consultation 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 received mentoring and 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 14 2016**

**NON- RENEWAL OF PROATIONARY CONTRACT**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
McCoy, A.	Classroom Teacher	06/16/2016	Riverview West
Weis, A.	Classroom Teacher	06/15/2016	Humbolt High School
Martinucci, A.	Classroom Teacher	06/15/2016	Battle Creek Elem.
Hendry, A.	Classroom Teacher	06/15/2016	Obama Elementary
Percy, C.	Classroom Teacher	06/15/2016	Battle Creek Middle
Suarez, C.	Classroom Teacher	06/15/2016	Wellstone Elementary
Olson, C.	Classroom Teacher	06/15/2016	Frost Lake Elementary
Kneisl, C.	Classroom Teacher	06/15/2016	Humboldt High School
Chavez, D.	Classroom Teacher	06/15/2016	Washington Technology
Lopez, D.	Classroom Teacher	06/15/2016	Riverview West
Malone, D.	Classroom Teacher	06/15/2016	Four Seasons A +
Grassbaugh, H.	Classroom Teacher	06/15/2016	Creative Arts
Dawolo, J.	Classroom Teacher	06/15/2016	Battle Creek Middle
Johnson, J.	Classroom Teacher	06/15/2016	Creative Arts
Sherman, J.	Classroom Teacher	06/15/2016	Parkway Montessori
Wiley-Clomon, J.	Classroom Teacher	06/15/2016	Gordon Parks High
Stanton, J.	Classroom Teacher	06/15/2016	Benjamin E. Mays IB
Gonzalez, J.	Classroom Teacher	06/15/2016	Capital Hill Magnet
Rosenthal, J.	Classroom Teacher	06/15/2016	Ramsey Middle School

## HUMAN RESOURCE TRANSACTIONS

June 14 2016

### NON- RENEWAL OF PROATIONARY CONTRACT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
MacRea, J.	Classroom Teacher	06/15/2016	Special Education
Burke, T.	Classroom Teacher	06/15/2016	Groveland Park
Weber, R.	Classroom Teacher	06/15/2016	Horace Mann
Schlatter, R.	Classroom Teacher	06/15/2016	Highland Park Senior High
Dickhausen, S.	Classroom Teacher	06/15/2016	Open World Learning
Dawolotowns, L.	Classroom Teacher	06/15/2016	Linwood Monroe Upper
Brown, M.	Classroom Teacher	06/15/2016	Harding High School
Robmann, M.	Classroom Teacher	06/15/2016	American Indian Magnet
Quiggle, M.	Classroom Teacher	06/15/2016	John A. Johnson
Johnson, N.	Classroom Teacher	06/15/2016	Ramsey Middle School
Rivard Garcia, P.	Classroom Teacher	06/15/2016	Riverview West
Hamlin, R.	Classroom Teacher	06/15/2016	Farnsworth Aerospace
Bovis, S.	Classroom Teacher	06/15/2016	Johnson Achievement +
Moua, S.	Classroom Teacher	06/15/2016	Eastern Heights Elem.
Ferderer, A.	Classroom Teacher	06/15/2016	Open World Learning
Hassa, D.	Classroom Teacher	0615/2016	Hazel Park Academy
O'Connor, M.	Classroom Teacher	06/15/2016	Linwood Monroe Upper