

- It was noted that there has been feedback that because of the extraordinary circumstances this year, and partly because first-year teachers did not have a full year to teach students, and has been so terrible for all of us, and that we hold students harmless, should we be concerned about the number of first-year teachers who are recommended non-renewals, and in light of evaluations during this terrible time in the world? Response: Yes, this is an atypical year. These non-renewals are a combination of budget cuts and performance-based non-renewals. The budgetary non-renewals are higher than in past years, which do account for the majority of this year's non-renewals. For first year teachers, they were able to complete two of their usually three evaluations, and did go through the majority of the school year prior to the COVID crisis. The majority of them received support at the beginning of the school year, and many had their three evaluations by the time working remotely started. The timeline for evaluations was also reviewed, with the second evaluation by early February. Typically at that time, principals inform teachers on the future, and decisions and discussion.
- There are 14 teachers being non-renewed based on performance. Of those 14, how many are first-year teachers? That is the real crux of the question, as those teachers are being non-renewed on the basis of this year only, and concerns about us recognizing this has been a completely unusual year, and feeling uneasy about judging performance based on only this year, which is unlike any other year. Response: Based on comparison data, there are less non-renewals this year, which would suggest that the nature of this year was taken into consideration by principals when making these decisions.
- There were also questions around those teachers who have been a part of the SUTR program, and we keep investing in that program and producing quality teachers, yet run into the "last in, first out" model with unions. We are training teachers, who ten may go to other districts, and concerns around that. We are investing in this training program to retain teachers of color who represent our students, and know how to teach to all students, and it's especially important to retain them because we are investing in the front-end. This is an important program in which we invest in individuals and look at grant opportunities and options around mentoring and peer groups, and level of affinity around new teachers, and also supports for teachers of color. SUTR was a way to recruit teachers and get into the system.
- It was noted that for the budgetary non-renewals, those teachers will be brought back as vacancies occur, and our goal is to reach out to them and prioritize bringing them back before going to external candidates.
- The number of SUTR graduates within the non-renewals was requested.
- There was clarification that the second evaluation was pre-strike in February.
- Superintendent Gothard noted his experience, and the challenge of being a teacher. SPPS also has extremely high expectations for what our students receive in SPPS and looking for the best match with a three-year window for that, and to do so in the most respectful way if that match isn't working. He also noted that there are veteran teachers who may have been cut their first or second year due to budgetary or programming, and were called back and are still in the District. This is not the easy or fun part of this work, but aligned with where we want to go as a District and what's best for our students.
- It was also noted that because the Board is voting on this item, and feeling uneasy about voting on first-year non-renewals for performance issues, and interested in how many teachers that would be to give them a pass for this year and hold them harmless, while keeping in mind that we are not granting them tenure, but giving another 1-2 years to prove themselves. The majority of the non-renewals for budgetary reasons have hope of returning, but there are concerns about the first year teachers whose only chance was to be evaluated this terrible year. Response: For those listed under performance non-renewals, not including resignations, there are 5 on the schedule for non-renewals based on performance only of first-year teachers. Five of the fourteen.
 - This decision is placed under the pressure of timing because it needs to take place by the end of the school year. Concerns that if there are only five teachers who are on the recommended list for

non-renewals during this difficult year, one board member is not ready to vote and is in opposition at this time because of the fact that this has been a school year unlike any other.

MOTION: Director Foster moved to approve the Human Resources Transactions List for the Non-Renewal of Probationary Contract employees and Non-Renewal of Contract due to Budget Cuts employees. The motion was seconded by Director Marchese.

The motion was approved by roll call vote:

Director Marchese	Yes
Director Ellis	Yes
Director Foster	Yes
Director Brodrick	No
Director Allen	Yes
Director Kopp	Yes

V. **ADJOURNMENT**

MOTION: It was moved by Director Foster to adjourn the meeting. It was seconded by Director Kopp.

The motion was approved by roll call vote:

Director Marchese	Yes
Director Ellis	Yes
Director Foster	Yes
Director Brodrick	Yes
Director Allen	Yes
Director Kopp	Yes

The meeting adjourned at 4:06 p.m.

Prepared and submitted by
Sarah Dahlke, Assistant Clerk