

Layoffs and Recalls

The Board of Fargo Public Schools shall nonrenew as many licensed staff as may be necessary due to program changes, lack of enrollment or financial limitations.

1. Teachers shall be released in accordance with state law (15.1-15) and district procedures. Notification of proposed nonrenewal will be delivered to affected teachers as early as March 1, but not later than April 15. A hearing (unless waived by the employee) will be held no later than April 21 and determination and final notification will be made no later than May 1.
2. School principals shall create a proposed staffing list prior to March 1. The proposed staffing list shall identify individuals proposed for nonrenewal. In determining which individuals to propose for nonrenewal, the principal at the site shall consider:
 - a. Seniority and experience
 - b. Evaluations
 - c. Education qualifications
 - d. Diversity
 - e. Site program requirements
 - f. Licensure
 - g. Extracurricular involvement and skills
 - h. Appropriate special skills
3. The principal shall prepare a report indicating the reasons for the selection of an individual for nonrenewal. The report shall be forwarded to the Superintendent and may be reviewed or modified as the Superintendent shall determine.
4. The teacher placed on unrequested leave shall be considered a member of the area or department in which he/she was assigned and shall have reinstatement rights for two (2) years from the teacher's last day of employment.
5. When a teaching opening occurs, the Board shall contact all qualified teachers on unrequested leave who are certified in, or previously assigned to the department or area in which the opening exists. Teachers with the longest service under contract in the district will be recalled first. No new teacher will be hired if a qualified teacher on unrequested leave is willing and able to assume the position.
6. To be eligible for recall, a teacher must have two years of full-time in district service. Part-time teachers who would not earn the equivalent of two years of service in four contract years will be eligible for recall at the end of four contract years.
7. It is the responsibility of the teacher to contact the Human Resources Office regarding any change of address or phone number.

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