

Personnel

Resignation, Termination, or Non-Renewal of Activity Position

I. Purpose

This policy defines the process for ending an assignment with an employee who has been employed in an activity position with the school district, such as athletic coach or club advisor.

II. General Statement of Policy

All activity positions are appointed positions lasting for one year only.

III. Implementation of Resignations and Terminations/Non-Renewals

A. Resignation

An employee wishing to resign before the end of the appointment will submit their intent to resign in writing from the position to the activities director or building administrator overseeing the position.

B. Termination

The school district may terminate an employee in an activity position during the contracted season. Immediate termination may occur when circumstances warrant, as determined by the district. A termination of such employee may be done through a meeting that may include the attendance of the head coach/advisor (as appropriate), the activities director, and the building principal.

C. Non-Renewal of Contract

The district may choose not to renew a contract with an employee in an activity position. The district will decide at the time new contracts are issued not to renew such employee for the following year. If the employee is a head varsity coach, the employee may request from the school board the reasons for non-renewal as provided by law.

Legal References:

Minn. Stat. § 122A.33 (License and Degree Exemption for Head Coach)

Minn. Stat. § 122A.40 (Employment; Contracts; Termination)

Minn. Stat. § 122A.58 (Coaches, Termination of Duties)

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INDEPENDENT SCHOOL DISTRICT NO. 273
Edina, Minnesota