

**INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota
SPECIAL MEETING OF THE BOARD OF EDUCATION
Available via Live Stream on www.spps.org/boe**

**June 16, 2020
3:30 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-Renewals
- V. ADJOURNMENT**

Special Board Meeting on Non-Renewals - June 16, 2020

The purpose of June 16, 2020 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, classroom management, teamwork, professional behavior).
 - **Some combination** and/or other relevant reasons (may include training).

This year there are a total of 46 employees recommended for non-renewal (all are teachers), of the 46 teachers, 11 chose 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, 14 probationary teachers recommended for non-renewal were supported through the Peer Assistance and Review (PAR) 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. Support include mentors and professional development.

Probationary Comparative Data 2020 for BOE

School Year	Budget	License	Resignation	Performance	Total
2009-2010	95	5	0	17	117
2010-2011	35	0	0	22	57
2011-2012	0	1	15	19	35
2012-2013	0	3	9	23	35
2013-2014	0	0	12	40	52
2014-2015	0	0	16	30	46
2015-2016	5	1	9	30	45
2016-2017	0	1	21	15	37
2017-2018	1	2	13	28	44
2018-2019	0	7	12	28	47
2019-2020	22	0	11	13	46

School Year	1st Year	2nd Year	3rd Year	Total
2008-2009	43	65	34	142
2009-2010	48	22	47	117
2010-2011	29	10	18	57
2011-2012	17	2	2	21
2012-2013	17	8	1	26
2013-2014	27	12	13	52
2014-2015	19	23	4	46
2015-2016	13	20	12	45
2016-2017	15	16	6	37
2017-2018	21	16	7	44
2018-2019	22	12	13	47
2019-2020	24	17	5	46

Probationary Teacher Counts	1st Year	2nd Year	3rd Year	Total	Total Non-Renewals	Percentage of Total
2009-2010	214	160	147	521	117	22.46%
2010-2011	184	126	138	448	57	12.72%
2011-2012	266	120	99	485	20	4.12%
2012-2013	150	280	326	756	29	3.84%
2013-2014	323	253	207	783	52	6.64%
2014-2015	256	256	204	716	46	6.42%
2015-2016	244	218	211	673	45	6.69%
2016-2017	227	175	182	584	37	6.34%
2017-2018	295	196	144	635	44	6.93%
2018-2019	223	261	150	634	47	7.41%
2019-2020	173	150	246	569	46	8.08%

**Probationary Teacher Non-Renewals
June 16, 2020**

PROBATIONARY TEACHERS

Year 1	24	52.17%
Year 2	17	36.96%
Year 3	5	10.87%
TOTAL	46	100.00%

GENDER

Female	30	65%
Male	16	35%
TOTAL	46	100%

ETHNICITY/Non Renewal

A/PI	4	8.70%
AI/AN	1	2.17%
N/SPEC	0	0.00%
B	4	8.70%
H	2	4.35%
W	35	76.09%
TOTAL	46	100.00%

ETHNICITY-PROBATIONARY/Districtwide

A/PI	52	9.14%
AI/AN	9	1.58%
N/SPEC	4	0.70%
B	39	6.85%
H	25	4.39%
W	440	77.33%
TOTAL	569	100.00%

ETHNICITY - All Teachers

A/PI	298	8.90%
AI/AN	56	1.67%
N/SPEC	9	0.27%
B	189	5.64%
H	133	3.97%
W	2664	79.55%
TOTAL	3349	100.00%

ETHNICITY - Districtwide

A/PI	642	10.54%
AI/AN	108	1.77%
N/SPEC	23	0.38%
B	756	12.41%
H	369	6.06%
W	4,192	68.83%
TOTAL	6090	100.00%

- A/PI Asian/Pacific Islander
- AI/AN American Indian/Alaskan Native
- N/SPEC None/Specific
- B Black
- H Hispanic
- W White

**Human Resources Transactions
June 9, 2020**

NON-RENWAL OF PROBATIONARY CONTRACT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Ashenafi, Y.	Classroom Teacher	06/10/2020	Parkway Montessori / Middle
Borstelmann, J.	Classroom Teacher	06/10/2020	Farnsworth Aerospace LWR
Bullard, A.	Classroom Teacher	06/10/2020	Highwood Hills Elementary
Good, S.	Classroom Teacher	06/10/2020	Como Park Senior High
Hout, W.	Classroom Teacher	06/10/2020	Washington Tech
Parlin, J.	Classroom Teacher	06/10/2020	Highland Park Elementary
Rand, T.	Classroom Teacher	06/10/2020	Int'l Academy - LEAP
Salinas, E.	Classroom Teacher	06/10/2020	271 Belvidere Bldg
Smith, C.	Classroom Teacher	06/10/2020	Mississippi Creative Arts
Thao, E.	Classroom Teacher	06/10/2020	Bruce F. Vento Elementary
Weninger, S.	Classroom Teacher	06/10/2020	Hazel Park Preparatory
Zaragoza, A.	Classroom Teacher	06/10/2020	Maxfield Elementary
Zhang, H.	Classroom Teacher	06/10/2020	Jie Ming Mandarin Immr

NON-RENWAL OF CONTRACT DUE TO BUDGET CUTS

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Bentley, J.	Classroom Teacher	06/10/2020	Humboldt Secondary School
Brown, S.	Classroom Teacher	06/10/2020	Como Park Elementary
Carroll, T.	Classroom Teacher	06/10/2020	Como Park Senior High
Cespedes, S.	Classroom Teacher	06/10/2020	Nokomis Montessori South
Ferri, A.	Classroom Teacher	06/10/2020	Farnsworth Aerospace UPR
Fox, M.	Classroom Teacher	06/10/2020	Bruce F. Vento Elementary
Haberman, D.	Classroom Teacher	06/10/2020	Crossroads Montessori
Jaastad, B.	Classroom Teacher	06/10/2020	Frost Lake Elementary
Kidd, A.	Classroom Teacher	06/10/2020	Hamline Elementary
Lyons, M.	Classroom Teacher	06/10/2020	Adams Spanish Immersion
Myers, M.	Classroom Teacher	06/10/2020	Bruce F. Vento Elementary
Puglisi, S.	Classroom Teacher	06/10/2020	Expo for Excellence

**Human Resources Transactions
June 9, 2020**

NON-RENWAL OF CONTRACT DUE TO BUDGET CUTS

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Rhodes, E.	Classroom Teacher	06/10/2020	Humboldt Secondary School
Schwarze, D.	Classroom Teacher	06/10/2020	Global Arts Plus Lower
Seaberg, T.	Classroom Teacher	06/10/2020	The Heights
Smith, C.	Classroom Teacher	06/10/2020	Four Seasons A+
Stringer, K.	Classroom Teacher	06/10/2020	Eastern Heights Elementary
Vang, C.	Classroom Teacher	06/10/2020	Bruce F. Vento Elementary
Wadsworth, B.	Classroom Teacher	06/10/2020	Hazel Park Preparatory
Waters, J.	Classroom Teacher	06/10/2020	Crossroads Science
Williams, A.	Classroom Teacher	06/10/2020	Groveland Park Elementary
Windman, C.	Classroom Teacher	06/10/2020	Crossroads Science