

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

**June 13, 2017
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 13, 2017

The purpose of June 13, 2017 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 37 employees recommended for non-renewal (35 Teachers and 2 Counselors) of the 37 employees, 24 choose to resign prior to the recommendation for non-renewal going to the Board of Education and one probation extension was given

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 22 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 13 2017

NON- RENEWAL OF PROATIONARY CONTRACT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Max, A.	Classroom Teacher	06/13/2017	271 Belvidere
Maday, J.	Classroom Teacher	06/13/2016	Battle Creek Middle
Yang-Gungsing, L.	Classroom Teacher	06/13/2016	Benjamin Mays/Museum
Carroll. J.	Classroom Teacher	06/13/2016	Creative Arts Secondary
Anderson, M.	Classroom Teacher	06/13/2016	Creative Arts Secondary
Phillips, A.	Classroom Teacher	06/13/2016	Hazel Park Prep Academy
Monn, A.	Classroom Teacher	06/13/2016	Jackson Achievement
McKeever, J.	Classroom Teacher	06/13/2016	Johnson Achievement
Lovestrand, M.	Classroom Teacher	06/13/2016	Obama Service Learning
Hueg, R.	Classroom Teacher	06/13/2016	Obama Service Learning
Brady, S.	Classroom Teacher	06/13/2016	Obama Service Learning
Lee, Z.	Classroom Teacher	06/13/2016	St. Paul Music Academy
Krohn, J.	Classroom Teacher	06/13/2016	The Heights Community School