

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

**June 9, 2015
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 the Non-Renewal of Probationary Teachers
- V. ADJOURNMENT**

June 9, 2015 Special Board Meeting on Non-Renewals

This year there are a total of 46 employees recommended for non-renewal (all are Teachers). Of the 46 teachers, 16 chose to resign prior to the recommendation for non-renewal going to the Board of Education.

The purpose of June 9, 2015 special board meeting will be to ask for Board 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.

The probationary period is a time for the District and the employee to determine if the employment relationship is meeting their expectations.

Even though SPPS may non-renew for ANY reason, common reasons include:

- License (not fully licensed for the position which they hold)
- Performance - not meeting expectations (effective instruction, class room mgmt, team work/prof behavior).
- Budget – vacancies are fewer than needed to place current staff.
- Some combination or other relevant reasons (training).

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.

This year, like last year, probationary teachers recommended for non-renewal were given the option to resign their employment prior to their Assistant Superintendent making their recommendation to the Superintendent.

This year 23 (of which 8 resigned) probationary teachers recommended for non-renewal were supported through the Peer Assistance and Review Program. These teachers worked with a PAR consulting 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 receive 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 9, 2015

NON-RENEWAL OF PROBATIONARY CONTRACT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Acik, S.	Classroom Teacher	06/13/2015	L'Etoile du Nord Lower
Bercaw, E.	Classroom Teacher	06/13/2015	Mississippi Creative Arts
Bhagyam, P.	Classroom Teacher	06/13/2015	Washington Tech Secondary
Birr, A.	Classroom Teacher	06/13/2015	Linwood Monroe Arts Upper
Brandt, M.	Classroom Teacher	06/13/2015	Gordon Parks High - ALC
Clements, A.	Classroom Teacher	06/13/2015	Linwood Monroe Arts Lower
Coffin, K.	Classroom Teacher	06/13/2015	Benjamin Mays/Museum
da Cruz, C.	Classroom Teacher	06/13/2015	Highland Park Middle
Feneis, J.	Classroom Teacher	06/13/2015	Hazel Park Preparatory
Heimerl, S.	Classroom Teacher	06/13/2015	Washington Tech Secondary
Janson, K.	Classroom Teacher	06/13/2015	Ramsey Middle
Larson, L.	Classroom Teacher	06/13/2015	The Heights Community School
Mardock, D.	Classroom Teacher	06/13/2015	L'Etoile du Nord Upper
Midtling, J.	Classroom Teacher	06/13/2015	Linwood Monroe Arts Upper
Reger, J.	Classroom Teacher	06/13/2015	Murray Middle
Sampson, A.	Classroom Teacher	06/13/2015	Frost Lake
Young, K.	Classroom Teacher	06/13/2015	Highland Park Senior High
Zastrow, J.	Classroom Teacher	06/13/2015	Farnsworth Aerospace Upper
Gerdeen, A.	ELL Teacher	06/13/2015	Harding Senior High
Stockton, H.	ELL Teacher	06/13/2015	Creative Arts Secondary
Berry, N.	Special Education Teacher	06/13/2015	Central Senior
Chapman, B.	Special Education Teacher	06/13/2015	Frost Lake
Hoffert, G.	Special Education Teacher	06/13/2015	Battle Creek Middle
Karr, P.	Special Education Teacher	06/13/2015	Johnson Achievement Plus

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McWilliams Jones, V.	Special Education Teacher	06/13/2015	RiverEast Elem/Secondary
Parker, V.	Special Education Teacher	06/13/2015	Humboldt Secondary
Pfandler, L.	Special Education Teacher	06/13/2015	Linwood Monroe Arts Upper
Rauchman, K.	Special Education Teacher	06/13/2015	Obama Service Learning
Shortreed, D.	Special Education Teacher	06/13/2015	St. Paul Music Academy
Vankrevelen, S.	Special Education Teacher	06/13/2015	Parkway Montessori & Community Middle