

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

**June 12, 2018
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 12, 2018

The purpose of June 12, 2018 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 44 employees recommended for non-renewal (all are teachers), of the 44 teachers, 15 choose 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, 13 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.

**Human Resources Transactions
June 12, 2018**

NON-RENWAL OF PROBATIONARY CONTRACT

| <u>Name</u> | <u>Job Category</u> | <u>Eff Date</u> | <u>Location</u> |
|-----------------------|---------------------|-----------------|----------------------------|
| Anderson, C. J. | Classroom Teacher | 06/13/2018 | Como Park Senior High |
| Angelo, J. C. | Classroom Teacher | 06/13/2018 | Nokomis Montessori South |
| Appleton, H. M. | Classroom Teacher | 06/13/2018 | Humboldt Secondary |
| Asuquo, C. I. | Classroom Teacher | 06/13/2018 | Adams Spanish Immersion |
| Barze, T. L. | Classroom Teacher | 06/13/2018 | Galtier Elementary |
| Brennan, C. V. | Classroom Teacher | 06/13/2018 | Como Park Senior High |
| Buchholz, E. | Classroom Teacher | 06/13/2018 | Riverview School |
| Cannon-Ratliff, L. M. | Classroom Teacher | 06/13/2018 | American Indian Magnet |
| Casillas Rivera, J. | Classroom Teacher | 06/13/2018 | Riverview School |
| Chesnut, J. C. | Classroom Teacher | 06/13/2018 | Washington Tech Sec |
| Duchateau, N. | Classroom Teacher | 06/13/2018 | Humboldt Secondary |
| Ebert, T. A. | Classroom Teacher | 06/13/2018 | Creative Arts Secondary |
| Harris, H. G. | Classroom Teacher | 06/13/2018 | Battle Creek Elementary |
| Issa, Y. M. | Classroom Teacher | 06/13/2018 | Hazel Park Preparatory |
| Kocher, S. E. | Classroom Teacher | 06/13/2018 | Battle Creek Middle School |
| Mazis, Z. E. | Classroom Teacher | 06/13/2018 | Humboldt Secondary |
| McDonald, R. R. | Classroom Teacher | 06/13/2018 | Ramsey Middle School |
| McElhinny, K. M. | Classroom Teacher | 06/13/2018 | Linwood Monroe Arts Upper |
| Meh, H. T. | Classroom Teacher | 06/13/2018 | Parkway Montessori |
| Moua, C. J. | Classroom Teacher | 06/13/2018 | Hazel Park Preparatory |
| Pavlik, A. M. | Classroom Teacher | 06/13/2018 | 1780 W. 7th Street |
| Peckskamp, E. J. | Classroom Teacher | 06/13/2018 | Como Park Senior High |
| Peltier, E. | Classroom Teacher | 06/13/2018 | Ramsey Middle School |
| Rietz, H. J. | Classroom Teacher | 08/17/2018 | Crossroads Science |
| Schmidt, A. E. | Classroom Teacher | 06/13/2018 | Jackson Preparatory |
| Scott, S. P. | Classroom Teacher | 06/13/2018 | Maxfield Elementary |

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| <u>Name</u> | <u>Job Category</u> | <u>Eff Date</u> | <u>Location</u> |
|--------------------|----------------------------|------------------------|-------------------------|
| Walker, T. M. | Classroom Teacher | 06/13/2018 | Four Seasons A+ |
| Wasenius, L. M. | Classroom Teacher | 06/13/2018 | Adams Spanish Immersion |
| Wells, I. | Classroom Teacher | 06/13/2018 | Parkway Montessori |