










First Year Teachers : FirstClass


File Edit Format Message Collaborate View Help

Reply Forward Unsend History Print Delete Copy Find Next Unread Previous in Thread Next in Thread Up One Level Help

From:  Diana L. Greene Friday, May 31, 2013 10:23:27 PM 

Subject: First Year Teachers

To:  Rick Mills  Karen Carpenter  Julie Aranibar  Robert Gause  Barbara Harvey  David Miner  ManateeEducation Association

Cc:  Don Hall

Dear Board Members, Pat Barber and Rick Mills

It came to our attention yesterday that principals were given direction to non-renew all "one year only teachers" and any other "annual teachers" to meet the threshold of their required cut units. Both Don and I were told all first year teachers were non-renewed, we both repeated all "first year teachers" were non-renewed. At the work session, I said that all first year teachers and annual teachers were non-renewed and Don said the same thing later to the newspaper. We were incorrect because prior to our arrival a memo went out on April 2 to the principals and on page 2 the following was stated:

Those Eligible for Non-Renewal:

- Any teacher within the first year of employment may be terminated at any time within that first year without cause. This, of course, includes non-renewal at the end of the year.
- Any teacher on annual contract may be non-renewed at the end of the year. The non-renewal of annual teachers does not have to be justified by any reason (including performance), nor do you have to factor in seniority. If you prefer to non-renew a third-year teacher before non-renewing a first-year teacher, that is up to you.
- Any para within the first 120 days of employment has probationary status and may be terminated at any time without cause.
- Any para who has not been appointed as a permanent employee under Article V, Section 6 of the collective bargaining agreement may be non-renewed.

We take full responsibility for what we said to you and others, and we apologize for giving out incorrect information. In the meantime, we have reached out to MEA, and we are working together on a Memo of Understanding to ensure that as vacancies occur we can recall teachers who fell into the non-renewed status.

Thank you and we will continue to keep you abreast of this situation as we move forward.

Don Hall and Diana Greene

