

DeForest Area School District
Administrative Regulation

TITLE: NONRENEWAL OF PROFESSIONAL STAFF	NUMBER: AR 3.3g(2)
<i>Executive Limitation: EL 3, Treatment of Staff (3.3 – Work Force Reduction, Certified Staff)</i>	
<i>Recorded as Administrative Regulation: 6.4(3e) Established: 3/8/04 Revisions: 7/9/12</i>	
<i>Origin as Board Of Education Policy: Personnel 536.3 Established: 1980 Revisions:</i>	

Teachers employed in the District are subject to contract non-renewal on a statutory basis, as prescribed in Wis. Stat. § 118.22. The District will provide notice of non-renewal of the teacher’s contract in accordance with the timelines set forth in Wis. Stat. §118.22. A contract non-renewal shall not be deemed a “termination” under the District’s grievance procedure.

- A. Non-Probationary Teacher – The Board may non-renew a non-probationary teacher’s contract for good and sufficient reason. Good and sufficient reason is defined in Administrative Regulation 3.1(2). All professional staff members should be kept informed and be given advance notice if his/her performance is not satisfactory and contract renewal is uncertain. However, when the District determines that a non-probationary teacher must remain on a plan of improvement for a second consecutive semester, thereafter, the Board may non-renew the teacher’s contract for any reason(s), as long as the reason is not arbitrary or capricious. If, however, the contract for the non-probationary teacher is subsequently renewed and the plan of improvement is removed, the standard for contract non-renewal shall revert back to good and sufficient reason.

- B. Probationary Teacher – The Board may non-renew the contract of a probationary teacher for any reason(s), as long as the reason(s) is not discriminatory or otherwise prohibited by law.

If the District’s reason for seeking to non-renew the contract of a teacher, (regardless of the teacher’s classification), is based on one or more of the circumstances for a reduction in force referenced in Administrative Regulation 3.3g(1), the District’s reasons shall be deemed to satisfy any and all of the standards for non-renewal (e.g., good and sufficient reason, arbitrary or capricious, nondiscriminatory or otherwise prohibited by law, etc.) referenced in this section.

Replacement Teachers shall have no vested right to re-employment at the expiration of their contract. The board shall give such staff members a written notice of its intention not to re-employ them on or before April 30.