***Certified Contract Non-Renewal Timeline - 2022***

Pursuant to K.S.A. 72-2251, notice of intent by the board to non-renew an individual teaching contract must be given by the third Friday in May (May 20, 2022).  Service of the required notices are to be personally delivered or by registered mail under the Negotiated Agreement Article VIII Section E.

Written notice to terminate by the board must be served on the teacher prior to the time the contract has been completed – i.e., the last day worked under the contract (May 27, 2022) (This is the date on the calendar – use of snow days may extend this).  We should still take into consideration the formerly available statutory right of a non-probationary teacher to request a due process hearing within 15 days of the notice of non-renewal and the dates of the regularly scheduled board of education meetings, requires the date of notification to be backed up to safely comply with the statutory requirements.

The last day teachers work this year is May 27, 2022.  A teacher whose contract is not being renewed must have notice of the nonrenewal prior to that date.  This means the latest the Board could act would at the May 10, 2022, meeting.

Building in 15 days for a non-probationary teacher to request a due process hearing, the notice of intent to non-renew should have to be acted on no later than the April 12, 2022, Board of Education meeting.  Letters advising teachers of the impending board action and offering them the chance to resign should be given a reasonable period prior to the April 12, 2022, Board of Education meeting.

As a professional courtesy, teachers should be given a reasonable time prior to the April 12, 2022, board meeting of the board’s intent to non-renew the teacher’s contract so they may consider resignation in lieu of nonrenewal.

This is taking a very conservative approach to interpreting the statutory notice deadlines which I would recommend until such time as the various lawsuits challenging the teacher due process rights are resolved.

In summary, the following is a proposed timeline the district has followed in previous years:

* Letters offering these teachers the option of resigning needs to go out prior to the April 12, 2022, board meeting.
* Notices of intent to non-renew should be acted on by the board at the April 12, 2022, board meeting.
* Non-renewals should be voted on by the Board at the May 10, 2022, board meeting.