

Non-renewals and Resignations

Springtime marks the return of green grass and budding vegetation in Ski Country, and also the beginning of mud-season in several of our resort communities. Unfortunately it also marks the beginning of non-renewal notices in some of our Ski Country local school districts. The following are some basic steps to follow, if you are issued a non-renewal.

- Deadline for notice of non-renewal is June 1st.
- Only probationary teachers can be non-renewed. If you have been employed in your district as a certified full-time teacher for more than three consecutive years, you are considered non-probationary.
- There have been instances where a district has asked a teacher to agree to a fourth year probationary contract. If you are in this situation, contact Ski Country UniServ immediately.
- You must have received written notice by June 1st that the board of education acted at a public meeting to non-renew your contract. A principal's or superintendent's recommendation is not binding on the board of education. In other words, the board must accept the recommendation and cause written notice to be provided to the teacher for it to have any legal effect. If the board hasn't acted on it, the teacher is still employed.
- If you have been given a notice of non-renewal or been informed that your principal is recommending you for non-renewal, contact Ski Country UniServ immediately. We can advise you on rights that you do have and responsibilities that the district must meet in a non-renewal situation.

Resignation Requirements

Teachers must give written notice of resignation to the board of education at least 30 days before the commencement of the succeeding academic year. Failure to give the requisite notice allows the district to deduct from the August paycheck any necessary and ordinary expenses incurred by the district to replace the teacher (in no event more than one-twelfth of the teacher's annual salary).

There has been significant amount of litigation over this in recent years; last Fall, the Colorado Supreme Court ruled, in a case handled by Charley Kaiser of CEA Legal that districts can't include in the deductions an hourly rate of pay for teachers and administrators who serve on interview teams if those individuals do not receive additional pay, above their normal salaries, to perform such work.

Also remember that at least 30 days notice is also required for mid-year resignations, although some districts will waive their right to hold the teacher to this requirement.

Ski Country will be well represented at CEA Delegate Assembly

The following locals will attend CEA Delegate Assembly April 26th – 28th:

Aspen – Calan Gibney, Tameira Wilson, Caroline Hanson

Eagle County – Meredith Deem, Todd Huck, Amy Niswanger

Lake County – Mike Ard, Cammy Ravenscroft

Moffat County – Michele Conroy, Renae Dove, Charlot Mason, Kamisha Siminoe, Brett Sperl

Roaring Fork – Noel Gannett

Steamboat Springs – Mike Smith

Summit County – Beth Flaherty, Janet Mcdermott, Deb Snyder, Renea Hill

Teacher Appreciation Week May 6th – 12th, 2007 National Teacher Day - May 8th

Mark your calendar for May 8th as National Teacher Day. The week of May 6th – 12th is set aside to recognize those who make a lasting contribution to young lives by dedicating their lives to public education.

*Fifty years from now it will not matter what
kind of car you drove,
what kind of house you lived in,
how much you had in your bank account,
or what your clothes looked like.
But the world may be a little better because you
were important in the life of a child.*



Mount Sopris, Ski Country Colorado

National Teacher Day 2007

Sample News Release

A well-written, double-spaced *news release* is a good way to alert print and broadcast media outlets to the National Teacher Day observance in your community. It is also a great way to be seen in the news by your members and potential members. Do this in four easy steps:

1. Contact your local media outlet personally and ask the editor or reporter how they want to receive news from your local.
2. Set up your e-mail and/or fax system to deliver your releases to TV and radio news directors, newspaper editors and reporters who cover education and community events.
3. Send your information far enough in advance to allow for the development of story ideas and the scheduling of coverage.
4. Be sure to follow up with a phone call.

News Release

For Immediate Release (date)

For Further Information

Contact: (name, phone number)

Tuesday, May 8, 2007, is National Teacher Day. Thank a teacher for making public schools great!

Teachers in (name of town or district) and in communities across the nation will be in the spotlight on Tuesday, May 8, as students, parents, school administrators and the general public learn how teachers are making Great Public Schools for every child.

"Few other professionals touch as many people as teachers do," notes (full name), president of the (name of local education association or other sponsoring group). "National Teacher Day is a good time to learn about the contributions educators make to our community every day. We recognize we are role models. That brings satisfaction. It also brings responsibility. We want to take it to the next step.

"We believe we all have to work together to make our schools even better," said _____. "That means everyone in the community. Parents, business owners, retirees, other workers, local government, and yes students. Public schools are at the heart of any community. When there are problems, we address them. When there is kudos, we share them.

"Community involvement brings learning to life," said _____. "This is an opportunity for all of us to reach out to each other. I ask the community to learn about how we advocate for high standards for students, fair and meaningful evaluations of their work, and resources that go directly to the classroom. Better than an apple or a thank you card, a community's active support of the work we mutually do to teach and care for the community's students would be ample reward for all of us."

Visit www.nea.org and www.nea.org/teacherday to learn more about the issues educators are facing as they do their work and meet the requirements of many laws and regulations.

Among the local events planned for May 8: (list Teacher Day events, times, places here--in bulleted form.)

Groups and individuals interested in helping develop these or other activities for National Teacher Day may contact (name) at (phone/address).

The (name of your local affiliate) is a professional employee organization and is committed to advancing the cause of public education. The (number) members work in the community at every level of education, from pre-school through high school.

