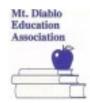
OurMDEA



Support for Members Who are Non-Reelected

Dear Reps,

At this time of year, some members will be notified that they are being non-reelected.

Non-reelection is the process in which the district notifies probationary teachers that their employment will end at the end of the school year. These notifications should be delivered by March $15^{\rm th}$.

If a member or your administrator asks you to be present for this conversation, please take the opportunity to support the member in this way. You may find this information helpful:

- We recommend that members who are non-reelected choose to resign instead. The district is required to report to the Commission on Teacher Credentialing the reason for the end of employment. Most people believe that a notation of "resignation" appears better to potential future employers than "non-reelection."
- Non-reelection should not be taken as an evaluation of performance but just as one administrative judgment of the appropriateness of the fit.
- Non-reelection of a probationary employee is a management right and cannot be overturned by union actions.
- A person non-reelected by one administrator can be employed in future years at another site in the district, but non-reelected employees should not count on this as their only option and should begin immediately to apply to potential future employers.
- They are eligible for unemployment compensation over the summer regardless of if they choose to resign or be non-reelected.
- If they decide to resign, the process is simple. They just email the Principal with the statement, "I resign my positive effective June 30^{th."} They may be directed to complete a form for HR.

If you attend a non-reelection meeting with a member, there is nothing specific you need to say or do - just be supportive.

Thank you for providing this valuable service to our members.

Sincerely,

Anita, Linda, Dan, and the entire MDEA Leadership Team