



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 15th.

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 30th." 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