

# Nonrenewal vs. Resignation: What Every Probationary Teacher Should Know

(C.R.S. 22-63-203)

1. The statutory deadline for written notification to a probationary teacher of the Board of Education's decision not to renew his/her contract is June 1. Absent such written notification, a probationary teacher is deemed to be reemployed for the following school year.
2. Teachers who might be or have been nonrenewed should request letters of recommendation from supportive administrators and colleagues as soon as possible. Do not wait for official notice of nonrenewal to take this step.
3. Teachers have a right to know the reason(s) for their nonrenewal. If such reason(s) are not provided in the notice of nonrenewal, the teacher should make a written request to the superintendent that the reasons be provided in writing. The principal or other recommending administrator should also be asked for the reasons for the recommendation.
4. There is no legal basis for challenging a nonrenewal unless there is evidence the nonrenewal is based on unlawful discrimination (race, sex, age ethnic origin, religion, or handicap) or constitutional violation (freedom of speech, religion, or association).
5. A teacher may be given the option or even pressured to resign rather than be nonrenewed. However, in accepting this option, the teacher may be forfeiting a right to receive unemployment compensation.
6. Every teacher who is nonrenewed should file with the Colorado Department of Labor and Employment (1-800-388-5515) for unemployment benefits. This should be done the last workday of the school year. Any teacher whose benefits claim is denied should immediately contact PPEA. The time limit to appeal such a denial is fifteen (15) days.
7. Nonrenewed teachers' school district insurance coverage automatically continues through the end of the contract year. They have the right to continue their coverage for at least 18 months after the end of the contract year at their own expense.

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