

AGREEMENT TO EXTEND PROBATIONARY PERIOD

This Agreement is entered into by and between Laura McAnulty (hereinafter “probationary employee”), Education Minnesota/Edina, and Independent School District No. 273, Edina (hereinafter “District”).

Recitals

1. The probationary employee is serving a three (3) year probationary period with the District pursuant to Minnesota Statutes Section 122A.40.
2. The 2025-2026 school year is the probationary employee’s third year of employment with the District. The probationary employee has worked for the District since September 22, 2023 as a probationary teacher. The probationary employee had not obtained continuing contract rights in another Minnesota school district prior to beginning employment with the District.
3. The probationary employee does not have a Tier 3 or 4 license in their assigned subject matter.
4. The District’s administration believes that, if given another year, the probationary employee may obtain full licensure in their subject matter and demonstrate the professional skills and knowledge necessary to become a non-probationary teacher for the District.
5. If the School Board fails to non-renew the probationary employee’s employment effective at the end of the 2025-2026 school year, then the probationary employee will attain non-probationary status pursuant to Minnesota Statutes Section 122A.40 in another subject matter.
6. The School Board makes the ultimate decision as to which probationary employees the District renews and non-renews. The School Board has not yet decided whether to renew or non-renew the probationary employee’s employment with the District. The School Board will make that decision at its April 13, 2026 meeting.
7. The probationary employee understands there is no obligation to sign this Agreement, and that if they do not sign this Agreement, the School Board will decide whether to renew or non-renew the probationary employee’s employment.
8. The probationary employee understands that they have the following choices:
 - a. They can sign this Agreement in which they agree to waive their Minnesota Statutes Section 122A.40 rights and extend the probationary period for one year from July 1, 2026 to June 30, 2027. The School Board will then have the following options: (1) approve this Agreement and extend the probationary employee’s

probationary period for one year; (2) non-renew the probationary employee's employment; or (3) renew the probationary employee's employment.

- b. They can decline to sign this Agreement and the School Board will then have the following options: (1) non-renew the probationary employee's employment; or (2) renew the probationary employee's employment.
9. The probationary employee acknowledges and admits there was no coercion or undue influence in any manner by the District, its elected officials, officers, employees, or agents to choose one option over the other and that the choice made is voluntary.
10. The probationary employee wishes to extend the probationary period by one year (July 1, 2026 to June 30, 2027) to have the opportunity to obtain full licensure in their assigned subject matter and demonstrate professional skills, knowledge and attributes to the District. The probationary employee understands that the School Board has not yet decided whether to agree to a one-year extension of their probationary period. The probationary employee understands that this Agreement will not be effective unless and until it is approved by the School Board.
11. The probationary employee acknowledges that they have had the opportunity to consult with union representation and/or legal counsel before signing this Agreement to be fully informed of and understand their rights under Minnesota Statutes Section 122A.40.

IN CONSIDERATION OF the foregoing recitals and the mutual promises contained herein, the probationary employee and the District agree as follows:

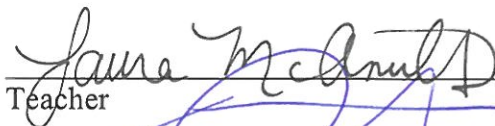
1. The probationary employee agrees to waive their rights under Minnesota Statutes Section 122A.40 and to extend the probationary period under that statute by one additional year to include the period from the date of the signing of this Agreement through June 30, 2027 so that the probationary employee may have an opportunity to obtain full licensure in their subject matter and demonstrate professional skills, knowledge, and attributes as a teacher.
2. During the time period from the date of the signing of this Agreement through June 30, 2027, the probationary employee will be limited in all respects to the employment rights under Minnesota Statutes Section 122A.40 of a probationary teacher.
3. The probationary employee acknowledges that under the terms of this Agreement the District may exercise its discretionary authority to non-renew the probationary employee effective June 30, 2027 as provided in Minnesota Statutes Section 122A.40, subdivision 5, which controls the non-renewal of probationary employees. Nothing in this Agreement may be construed as conferring upon the probationary employee any status as a non-probationary teacher.

4. The probationary employee acknowledges and agrees that this Agreement has been signed voluntarily and with full and complete knowledge of their rights under Minnesota Statutes Section 122A.40. By signing below, the parties affirm that they fully understand and agree to the terms of the Agreement and that it is the complete Agreement. No oral representations not contained herein have been relied upon by the parties.

5. The parties agree that nothing contained in this Agreement shall be deemed to establish a precedent or past practice and the parties waive any right to file a grievance related to or arising out of the terms of this Agreement.

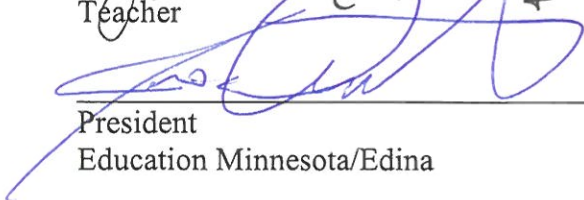
IN WITNESS WHEREOF, the parties have executed this Agreement as set forth above.

Dated: 4/07/26



Teacher

Dated: 4/09/26



President
Education Minnesota/Edina

Dated: _____

Chair of the School Board
Independent School District No. 273, Edina, MN

Dated: _____

Clerk of the School Board
Independent School District No. 273, Edina, MN