

**APPENDIX A-4-81**  
**Non-Reappointment Procedures**

LB422 (Approved by the Governor May 3, 1971, Introduced by Johnson, 15)

*An ACT relating to schools:* to provide procedures for termination or amendment of contracts; and to provide for construction.

Be it enacted by the people of the State of Nebraska,

**Section 1.** The contracts of the teaching staff employed by the governing board of any state technical community college, educational service unit, or any educational program administered by the State Department of Education, the Department of Public Institutions, or any political subdivisions of the State, shall require the sanction of a majority of the members of such governing board. Except as hereinafter provided, each such contract shall be deemed renewed and in force and effect until a majority of the board votes, sixty (60) days before the close of the contract period, to amend or terminate the contract. The secretary of the board shall notify each teacher in writing at least ninety (90) days before the close of the contract period of any conditions of unsatisfactory performance or a reduction in teaching staff that the board considers may be cause to either amend or terminate the contract for the ensuing year. Any teacher so notified shall have the right to file within five (5) days of receipt of such notice a written request with the board for a hearing before the board. Upon receipt of such a request, the board shall order the hearing to be held within ten (10) days, and shall give written notice of the time and place of the hearing to be held within ten (10) days, and shall give written notice of the time and place of the hearing to the teacher. At the hearing, evidence shall be presented in support of the reasons given for considering amendment or termination of the contract, and the teacher shall be permitted to produce evidence related thereto. The board shall render the decision to amend or terminate a contract on the evidence produced at the hearing.

**Section 2.** This act shall be construed as providing a minimum standard and not as repealing any law of a governing authority that provides for additional contract rights pertaining to the same subject matter.

**Section 3.** Any contract of employment entered into between teaching staff and the College, which contract applies to the first two (2) years of employment of such teaching staff shall provide that the first two (2) years of employment of such teacher is a probationary period and such contract may be terminated by the Board during such probationary period without cause.