



STATE BOARD OF EDUCATION

Commonwealth of the Northern Mariana Islands ---- **Public School System**
PO Box 501370 Saipan, MP 96950 • Tel. 670 664-3711 • E-mail: boc.admin@cnmipss.org



COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS STATE BOARD OF EDUCATION

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RESOLUTION NO. 2025-002

A RESOLUTION DIRECTING THE COMMISSIONER OF EDUCATION ON NON-RENEWAL OF PUBLIC SCHOOL SYSTEM EMPLOYEE CONTRACTS AND ESTABLISHING AN INTERIM POLICY.

WHEREAS, the Commonwealth of the Northern Mariana Islands State Board of Education (“SBOE”) has the authority to establish policies and directives governing the operations of the Public School System (“PSS”) under its jurisdiction;

WHEREAS, the SBOE recognizes the need to provide clarity and uniformity regarding the non-renewal of employee contracts within the PSS, particularly with respect to §§ 60-30.3-158, 60-30.3-160, and other similar provisions addressing notice and reasoning for non-renewals;

WHEREAS, the SBOE acknowledges the importance of due process and fairness in employment actions while balancing the operational and funding constraints of the PSS;

NOW, THEREFORE, BE IT RESOLVED, that effective upon the passage of this resolution, and conferring no rights to any employee or individual affected by non-renewal decisions made prior to the effective date of this resolution:

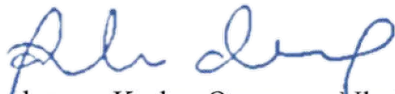
1. The SBOE hereby directs the Commissioner of Education (“COE”) not to enforce the provisions of §§ 60-30.3-158¹, 60-30.3-160², and other similar provisions that state a PSS employee may not be denied renewal of their employment contract without being provided a reason for the non-renewal decision.

¹ No employee has a right to the renewal of his or her contract of employment regardless of whether or not job performance during the contract period is satisfactory. The decision whether to extend an offer for further employment is wholly within the discretion of the Public School System. No tenure of any nature, express or implied, is granted to any employee

² No employee or officer of the Public School System is authorized to indicate, expressly or impliedly, that any employee has a right to be renewed based upon their contract or job performance.

2. Notwithstanding the foregoing, if the COE determines that an employee's contract should not be renewed, the employee shall be provided the basis for the non-renewal decision.
3. Any decision not to renew an employee's contract must comply with the same standards, requirements, and provisions of PSS regulations that would apply to a termination of employment.
4. This resolution shall not apply to non-renewals based solely on lack of funding, expiration of grant-funded positions, or similar funding constraints; in such cases, no additional reason beyond funding need be provided.
5. Notice of non-renewal shall be provided to the affected employee no later than ninety (90) days prior to the expiration date of their contract.
6. Should an employee contest the reason provided for non-renewal, the employee may file an appeal with the SBOE following the same process as outlined in the PSS grievance appeal procedures. The SBOE shall have the authority to adjudicate the appeal thereafter.
7. This resolution is adopted as an interim measure while the BOE evaluates and determines a permanent policy on this matter.
8. This resolution shall remain in effect for one hundred eighty (180) days from the date of passage and shall expire automatically thereafter unless renewed or extended by a subsequent affirmative vote of the SBOE.
9. The above resolution and all its provisions shall be applicable in full force to all SBOE employees.

ADOPTED by the State Board of Education this 12th day of May, 2025.



Aschumar Kodep Ogumoro-Uludong
Chairperson, State Board of Education



Antonio L. Borja
Secretary, State Board of Education