

BOARD REPORT

TO: Board of Education
FROM: Director of Human Resources Emily Herman
DATE: Monday, April 27, 2026



TOPIC/PURPOSE OF REPORT: Resolution Proposing Placement of a Continuing Contract Teacher on Unrequested Leave of Absence

REFERENCE TO POLICY/STRATEGIC PLAN: Minnesota Statutes 122A.40, Subdivision 10

RECOMMENDED BOARD ACTION: Action Item

DATE FOR BOARD ACTION: Monday, April 27, 2026

REPORT

Pursuant to Minnesota Statutes 122A.40 Employment; Contracts; Termination, Subdivision 7 Termination of a Contract After Probationary Period & Subdivision 10 Negotiated Unrequested Leave of Absence:

The attached resolution proposes to place one continuing contract teacher on a partial Unrequested Leave of Absence (ULA). The individual proposed to be placed on a partial ULA may request a hearing before the School Board, provided the request is submitted in writing within fourteen days of notification.

This includes the placing said employee of ISD 199 on a partial unrequested leave of absence with reduced pay or fringe benefits at the end of the 2025-2026 school year, effective June 30, 2026. Said action is taken in accordance with Minn. Stat. 122A.40, subd. 10 upon the grounds described in said statutes and which are specifically as follows: lack of pupils, financial limitations and discontinuance of position; namely the Art teacher position.

See attached Resolution.

RECOMMENDATION

For the Board of Education to approve the Resolution Proposing Placement of a Continuing Contract Teacher on Partial Unrequested Leave of Absence at the close of the current 2025-2026 school year effective June 30, 2026.