

**BEMIDJI AREA SCHOOLS  
BEMIDJI, MINNESOTA**

**DATE:** DECEMBER 16, 2024  
**TO:** BOARD OF EDUCATION  
**FROM:** JORDAN HICKMAN, DIRECTOR OF HUMAN RESOURCES  
**SUBJECT:** POTENTIAL REDUCTION IN PROGRAMS AND POSITIONS

**COMMENTS:**

Lack of participation in certain offerings in the district's elementary and secondary schools caused by shifts in students' interests, as well as financial limitations, may necessitate the discontinuance of certain programs and staff positions. This, of course, may also necessitate the termination of some contracts, and the placement of other teachers on an unrequested leave of absence. To this end, and in order that final action may be completed as required by M.S. 122A.40, the Board should now formally direct the administration to recommend those reductions in programs and positions considered necessary.

These recommendations will be presented to the Board for formal consideration at its March or April meeting.

**ACTION:**

\_\_\_\_\_ introduced the following resolution and moved its adoption:

**RESOLUTION DIRECTING THE ADMINISTRATION TO MAKE  
RECOMMENDATIONS FOR REDUCTIONS IN PROGRAMS AND POSITIONS AND REASONS  
THEREFORE**

WHEREAS, the financial condition of the school district may dictate that the School Board must consider a possible reduction in expenditures, and

WHEREAS, shifts in elementary and secondary student participation might cause discontinuance of positions and/or curtailment of programs, and

WHEREAS, a determination must be made concerning which teachers' contracts must be terminated and not renewed, and which teachers may be placed on unrequested leave of absence without pay or fringe benefits;

BE IT RESOLVED, by the School Board of Independent School District No. 31: That the School Board hereby directs the Superintendent of Schools and administration to consider the discontinuance of programs or positions to effectuate economies in the school district and reduce expenditures; and make recommendations to the School Board for discontinuance of programs, curtailment of programs, discontinuance of positions or curtailment of positions.

The motion for the adoption of the foregoing resolution was duly seconded by \_\_\_\_\_ and a tabulation of votes is as follows:

AYES:

NOES:

ABSENT:

WHEREUPON, said resolution was declared duly passed and adopted.