

Nicollet Public Schools #507
Resolution Proposing Placement of a Continuing Contract/Tenured
Teacher on Unrequested Leave of Absence

_____ introduced the following resolution and moved its adoption:

BE IT RESOLVED by the School Board of Independent District No. 507, as follows:

That it is proposed that Adam Slander, a continuing contract/tenured teacher of said District, be placed on unrequested leave of absence without pay or fringe benefits, at the end of the 2025 – 2026 school year, effective June 30, 2026. Said action is taken in accordance with the District master agreement and pursuant to M.S. 122A.40, Subd. 10.⁹ upon the grounds described in said statute and which are specifically as follows: A and D).¹⁰

- A. Lack of pupils
- B. Financial limitations
- C. Merger of classes caused by consolidation
- D. Discontinuance of position; namely, a Physical Education teacher¹¹

BE IT FURTHER RESOLVED that a notice of proposed placement on unrequested leave, together with a copy of this resolution be forwarded to said teacher and that an affidavit of the same be placed in the teacher’s personnel file with a copy of the notice and resolution.

Voting Record

The motion for the adoption of the preceding resolution was duly seconded by _____ and upon vote being taken thereon,

The following voted in favor thereof:

The following voted against the same:

Whereupon said resolution was declared duly passed and adopted on April 8, 2026.

⁹ District in “Cities of the First Class” should refer to M.S. 122A.41as M.S. 122A.40 does not apply.

¹⁰ If the District has entered into an education district agreement pursuant to M.S. 123A.15, et seq., the following statement must be included in the notice: “Your proposed placement on unrequested leave of absence (is)/(is not) the result of the implementation of an education district agreement.”

¹¹ “Discontinuance of your position” should only be selected if the discontinuance is for a reason other than reduction in expenditures, decrease in enrollment, or merger of classes. Examples may include, but are not limited to, poor enrollment in an academic program or a decrease of pupils in a particular grade level.

Nicollet Public Schools #507
Notice of Proposed Placement on Unrequested Leave of Absence
for a Continuing Contract/Tenured Teacher and Notice of Hearing Date, If Requested¹²

April 9, 2026

Dear Adam Slander,

You are hereby notified that at the meeting of the School Board of Independent District No. 507 held on April 8, 2026 a resolution was adopted by a majority vote of the School Board, proposing your placement on unrequested leave of absence, without pay or fringe benefits, as a teacher of Independent District No. 507 at the end of the 2025 – 2026 school year, effective June 30, 2026. Said action of the School Board is taken pursuant to the District master agreement and M.S. 122A.40, Subd. 10.¹³ upon the grounds described in said statute and which are specifically as follows:

- A. Lack of pupils
- B. Discontinuance of position; namely, a Physical Education teacher¹⁴

Under the provisions of the law, you are entitled to a hearing before the School Board provided that you make a request in writing within fourteen days after receipt of this notice.¹⁵ If no hearing is requested within such period, it shall be deemed acquiescence by you to the School Board's proposed action.

If you desire a hearing, it will be held in the School Board room on May 13, 2026, at 5:30 pm or as soon thereafter as you can be heard. Please advise if such hearing is requested.

Sincerely,

SCHOOL BOARD OF INDEPENDENT DISTRICT NO. 507

Clerk of the School Board

¹² Place a copy of this notice in the teacher's personnel file.

¹³ Districts in "Cities of the First Class" should refer to M.S. 122A.41 as M.S. 122A.40 does not apply.

¹⁴ "Discontinuance of your position" should only be selected if the discontinuance is for a reason other than reduction in expenditures, decrease in enrollment, or merger of classes. Examples may include, but are not limited to, poor enrollment in an academic program or a decrease of pupils in a particular grade level.

¹⁵ Check the District master agreement to see if an alternative hearing process/timeline was negotiated. If so, change this section as needed.