

**BEMIDJI AREA SCHOOLS  
BEMIDJI, MINNESOTA**

**DATE:** NOVEMBER 20, 2023

**TO:** BOARD OF EDUCATION

**FROM:** JORDAN HICKMAN, DIRECTOR OF HUMAN RESOURCES

**SUBJECT:** REQUEST FOR EDUCATIONAL LEAVE: MICHAEL ECK and EARL NORRIS

**COMMENTS:**

Michael Eck, Bemidji Middle School special education paraprofessional, has requested an Educational Leave of absence under the provisions of SBR 200-20-1 (the Employment Agreement between ISD #31 and the BMSEA for Secretarial-Clerical & Paraprofessional Employees). Mr. Eck is requesting an educational leave from January 8, 2024 through February 12, 2024. This leave is unpaid, without fringe benefits. The School District does not guarantee that Mr. Eck will be placed in his current position when he returns from leave.

Earl Norris, Bemidji Middle School special education paraprofessional, has requested an Educational Leave of absence under the provisions of SBR 200-20-1 (the Employment Agreement between ISD #31 and the BMSEA for Secretarial-Clerical & Paraprofessional Employees). Mr. Norris is requesting an educational leave from February 1, 2024 through May 15, 2024. This leave is unpaid, without fringe benefits. The School District does not guarantee that Mr. Norris will be placed in his current position when he returns from leave.