

**BEMIDJI AREA SCHOOLS
BEMIDJI, MINNESOTA**

DATE: MAY 16, 2022
TO: BOARD OF EDUCATION
FROM: JORDAN HICKMAN, DIRECTOR OF HUMAN RESOURCES
SUBJECT: REQUEST FOR EXTENDED LEAVE: KELLEY MARGO-HENGEL

COMMENTS:

Kelley Margo-Hengel, a School Counselor at Bemidji High School, wishes to secure approval from the Board of Education for a Five Year Extended Leave of Absence under the provisions of M.S. 122A.46. Ms. Margo-Hengel's request is for July 1, 2022, through June 30, 2027.

In the past, the Board of Education has approved all requests for this leave up to ten (10) on leave at any one time. With this request, we will have twelve (12) employees on extended leave for the 2022-2023 school year. An exception is being recommended in this instance since Mr. Margo-Hengel plans to retire at the end of extended leave of absence.

Your approval is required for this request.

Once the leave is approved, the employee involved has the following rights:

1. The right to be reinstated to a position for which they are licensed at the beginning of any school year after the first year of the extended leave of absence, unless (a) they are discharged, (b) they are placed on unrequested leave of absence, (c) their contract is terminated pursuant to M.S. 122A.40 or 122A.41 while they are on extended leave, or (d) they do not advise the Board of their intentions to return before February 1 in the school year preceding the year in which they wish to return.
2. The right to retain seniority and continuing contract rights as though they had remained in the District.
3. The employee is required to pay the employee and employer share of TRA. The school district can pay the employer share if it chooses to do so.