

DATE: AUGUST 17, 2026
TO: BOARD OF EDUCATION
FROM: PERSONNEL COMMITTEE
**SUBJECT: RESOLUTION ADOPTING COMMITTEE'S RECOMMENDATION
CONCERNING LEVEL III GRIEVANCE**

Member _____ introduced the following Resolution and moved its adoption:

**RESOLUTION ADOPTING COMMITTEE'S
RECOMMENDATION CONCERNING LEVEL III GRIEVANCE**

WHEREAS, the Minnesota School Employees Association ("Union") has appealed a grievance to Level III;

WHEREAS, the collective bargaining agreement between Independent School District No. 31 and the Union provides that a Level III grievance may be heard by the School Board or the Board may designate a committee or a representative(s) of the Board to hear the grievance;

WHEREAS, the Board designated a Committee to hear the grievance;

WHEREAS, the Committee met on July 21, 2026 and heard the grievance;

WHEREAS, the Committee has provided its findings and recommendation to deny the grievance to the Board and the Union, and the Board members have reviewed the same; and

WHEREAS, the Board has also been provided with the documents that were provided to the Committee.

NOW, THEREFORE, BE IT RESOLVED by the School Board of Independent School District No. 31, Bemidji Area Schools, as follows:

1. The School Board adopts the Committee's findings and recommendation and hereby denies the grievance.
2. The Superintendent is directed to send a copy of this Resolution to the Union, as well as a copy of the Committee's findings and recommendations.

The motion for the adoption of this Resolution was duly seconded by _____ and upon a vote being taken thereon,

AYES:

NOES:

ABSENT:

WHEREUPON, the foregoing resolution was duly passed and adopted.