

**MINUTES OF THE SPECIAL MEETING
OF THE BOARD OF EDUCATION
BEMIDJI AREA SCHOOLS
DECEMBER 11, 2025**

The special meeting of the Board of Education, Bemidji Area Schools, Bemidji, Beltrami/Hubbard Counties, Minnesota, was held on Thursday, December 11, 2025, at 3:00 p.m., in the District Office Board Room.

MEMBERS PRESENT: Jenny Frenzel, Ann Long Voelkner, Todd Haugen, Jack Aakhus, Dave Wall and Superintendent Jeremy Olson

MEMBERS ABSENT: Anna Manecke

CALL TO ORDER: 3:00 p.m.

The motion was offered by Jenny Frenzel, seconded by Ann Long Voelkner, and carried by all in attendance to approve the agenda.

AGENDA

This meeting was originally scheduled as a closed meeting but was subsequently opened to the public by Hayden Vosbeek, Special Education Teacher, by an email to Dr. Jeremy Olson, Superintendent on Wednesday, December 10, 2025 at 3:27 p.m.

Preliminary Consideration to Allegations Against an Employee

Jordan Hickman, Director of Human Resources provided evidence regarding Hayden Vosbeek.

Resolution Relating to the Preliminary Consideration to Allegations Against an Employee

School Board Member Jenny Frenzel introduced the following Resolution and moved its adoption:

**RESOLUTION RELATING TO THE PRELIMINARY CONSIDERATION TO ALLEGATIONS
AGAINST AN EMPLOYEE**

WHEREAS, the School Board has given preliminary consideration to allegations against an employee; and

WHEREAS, the School Board has reviewed a draft of a letter informing the employee of proposed action.

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

1. The School Board hereby approves the letter setting forth the proposed action and the basis for the proposed action.
2. The Superintendent is authorized and directed to sign the letter on behalf of the School Board.
3. The Superintendent, or a designee, is directed to deliver the approved letter and the specified enclosures to the employee, and to place a copy of the letter in the employee's personnel file.
4. Pursuant to Minnesota Statutes section 13.43, subdivision 2, the specific reasons for the proposed action, the nature of the proposed action, and the letter are private personnel data on the employee at this time.

The motion for the adoption of this Resolution was duly seconded by School Board Member Ann Long Voelkner and upon a vote being taken, the following Board members voted in favor of this Resolution: Ann Long Voelkner, Jack Aakhus, Jenny Frenzel, Todd Haugen, and Dave Wall.

And the following voted against this Resolution: None

Based on the vote, this Resolution was declared duly passed and adopted.

Adjournment

The motion was offered by Ann Long Voelkner, seconded by Jenny Frenzel, and carried by all in attendance to adjourn the meeting. Time 3:33 p.m.

Jenny Frenzel, Clerk

Date Approved

Todd Haugen, Chair

Date Approved