

AGREEMENT

WHEREAS, LeAnn Bolhuis (hereinafter referred to as “Bolhuis”) is employed as a probationary teacher by Independent School District No. 363, South Koochiching-Rainy River, Minnesota (hereinafter referred to as the “School District”); and

WHEREAS, as a teacher employed by the School District, Bolhuis is represented by the exclusive bargaining representative of teachers employed by the School District, the South Koochiching-Rainy River Education Association (hereinafter referred to as “the Association”); and

WHEREAS, Bolhuis is currently in her third year at the School District and thus is a probationary teacher in the School District pursuant to Minn. Stat. § 122A.40, Subd. 5; and

WHEREAS, the School District has furnished appropriate supervision to Bolhuis as provided in Minn. Stat. § 122A.40, Subd. 5 during Bolhuis’s employment by the School District; and

WHEREAS, Minn. Stat. § 122A.40, Subd. 5 provides, in relevant part, that “during the probationary period any annual contract with any teacher may or may not be renewed as the school board shall see fit”; and

WHEREAS, the School Board of the School District is inclined to not renew Bolhuis’s teaching contract after the end of the 2023–2024 school year due to perceived problems in Bolhuis’s performance; and

WHEREAS, Bolhuis desires to have an additional year to improve her performance to the point that the School Board may, in its complete discretion, become satisfied with her performance; and

WHEREAS, the School Board of the School District is willing to give Bolhuis one more school year to improve her performance before making a decision regarding renewal or nonrenewal of Bolhuis's teaching contract, provided she expressly waives any continuing contract rights arising out of her employment with the School District, and extend her probationary period by one additional school year; and

WHEREAS, Bolhuis has consulted with her exclusive bargaining representative, the Association, and/or her attorney and is fully advised of her legal rights pursuant to Minn. Stat. § 122A.40, particularly the right to continuing contract status after the completion of three consecutive years in the School District without being terminated and non-renewed in accordance with Minn. Stat. § 122A.40, Subd. 5 and any and all legal rights she may have regarding her employment by the School District, including any rights she may have under the 2023-2025 Master Agreement by and between the School District and the Association.

NOW, THEREFORE, IT IS HEREBY AGREED by and between the School District, Bolhuis and the Association as follows:

1. In spite of its concerns regarding Bolhuis's teaching performance, the School District shall not terminate and non-renew Bolhuis's probationary teaching contract effective the end of the 2023-2024 school year.

2. In consideration of the School District not terminating and non-renewing her probationary teaching contract effective the end of the 2023–2024 school year, Bolhuis **knowingly and voluntarily waives any continuing contract rights she would otherwise be entitled to pursuant to Minn. Stat. § 122A.40 for the 2024–2025 school year, and**

knowingly and voluntarily agrees to extend her probationary period through the end of the 2024–2025 school year.

3. It is specifically understood and agreed between the parties that the School District shall retain the full and complete discretion to either renew or not renew Bolhuis’s teaching contract as it sees fit through the end of the 2024–2025 school year as a probationary teacher and Bolhuis **knowingly and voluntarily waives any right to a hearing under Minn. Stat. § 122A.40 on such nonrenewal.**

4. By executing this Agreement, the Association acknowledges that it is aware of the contents of this Agreement, that it has advised Bolhuis as to her rights pursuant to Minn. Stat. § 122A.40, and any and all rights Bolhuis may have regarding her employment by the School District, including any rights she may have under the collective bargaining agreement by and between the School District and the Association.

5. By executing this Agreement, the Association further acknowledges that the terms of this Agreement shall not constitute, nor be interpreted to constitute, a past practice.

6. Bolhuis acknowledges by executing this Agreement that there are no covenants, promises, undertakings or understandings outside of this Agreement other than those specifically set forth herein.

7. Bolhuis further acknowledges by executing this Agreement that she has had an opportunity to discuss the terms of this Agreement with her Association and/or attorney, that she has been fully advised of her legal rights pursuant to Minn. Stat. § 122A.40, and any and all rights she may have regarding her employment by the School District, including any rights she may have under the collective bargaining agreement by and between the School

District and the Association, and that there were no inducements or representations leading to the execution of this Agreement except as contained herein.

I have read the foregoing Agreement and by signing, hereby confirm that I fully understand and agree to its terms and application.

Dated: _____, 2024

LeAnn Bolhuis

**SOUTH KOOCHICHING-RAINY RIVER
EDUCATION ASSOCIATION**

Dated: _____, 2024

By: _____
Its: _____

**INDEPENDENT SCHOOL DISTRICT
NO. 363, SOUTH KOOCHICHING-RAINY
RIVER, MINNESOTA**

Dated: _____, 2024

By: _____
Its: Chair of the School Board

Dated: _____, 2024

By: _____
Its: Clerk of the School Board

**EXTRACT OF MINUTES
OF MEETING OF SCHOOL BOARD OF
INDEPENDENT SCHOOL DISTRICT NO. 363,
SOUTH KOOCHICHING-RAINY RIVER, MINNESOTA**

Pursuant to due call and notice thereof, a regular meeting of the School Board of Independent School District No. 363, South Koochiching-Rainy River, Minnesota, was held on the 12th day of June, 2024, at 7:00 p.m.

The following Board Members were present:

and the following were absent:

Board Member _____ introduced the following resolution and moved its adoption:

**RESOLUTION APPROVING AN AGREEMENT
BY AND BETWEEN THE SCHOOL BOARD
AND LEANN BOLHUIS**

WHEREAS, LeAnn Bolhuis (“Bolhuis”) is employed as a probationary teacher by Independent School District No. 363, South Koochiching-Rainy River, Minnesota (“School District”); and

WHEREAS, Bolhuis is currently in her final year as a probationary teacher in the School District pursuant to Minn. Stat. § 122A.40, Subd. 5; and

WHEREAS, Bolhuis and the School District have entered into discussions regarding extending Bolhuis’s probationary period an additional year through the 2024-2025 school year; and

WHEREAS, as a result of said discussions, Bolhuis has agreed to extend her

probationary period by an additional year through the 2024-2025 school year and to knowingly and voluntarily waive any continuing contract rights to which she would otherwise be entitled for the 2023-2024 school year; and

WHEREAS, as a result of said discussions, the School District retains full and complete discretion to either renew or not renew Bolhuis's teaching contract as a probationary teacher as it sees fit through the end of the 2024-2025 school year.

NOW, THEREFORE, BE IT HEREBY RESOLVED, by the School Board of the School District that the Agreement attached hereto as "Exhibit A" by and between the School District and Bolhuis be and hereby is approved.

BE IT FURTHER RESOLVED, by the School Board of the School District, that the Chair and Clerk of the School Board are hereby authorized to execute, on behalf of the School Board, the Agreement attached hereto as "Exhibit A."

BE IT FURTHER RESOLVED, that a Notice of Approval of Agreement, in substantially the form attached hereto as "Exhibit B," together with a copy of this Resolution and the Agreement, be forwarded to Bolhuis by certified mail, return receipt requested, or served personally, at the discretion of the administration of the School District, and that an affidavit of same be placed in the personnel file of Bolhuis together with a copy of the Notice and Resolution.

The motion for the adoption of the foregoing resolution was duly seconded by Board Member _____ and upon vote being taken thereon, the following voted in favor thereof:

and the following voted against the same:

whereupon said resolution was declared duly passed and adopted.

CLERK'S CERTIFICATE

STATE OF MINNESOTA)
) ss.
COUNTY OF KOOCHICHING)

I, the undersigned, being the duly qualified and acting Clerk of the School Board of Independent School District No. 363, South Koochiching-Rainy River, Minnesota, hereby certify that the attached and foregoing is a full, true and correct transcript of the minutes of a _____ meeting of the School Board of Independent School District No. 363, duly called and held on the date therein indicated, so far as such minutes relate to a Resolution Approving an Agreement By and Between the School Board and LeAnn Bolhuis and that the Resolution included therein is a full, true and correct copy of the original thereof.

WITNESS MY HAND officially as such Clerk this ___ day of _____, 2024.

Clerk of the School Board
Independent School District No. 363

AFFIDAVIT OF SERVICE

STATE OF MINNESOTA)
) ss.
COUNTY OF KOOCHICHING)

_____, being duly sworn on oath says that on _____,
2024, s/he served the attached Notice of Approval of Agreement on LeAnn Bolhuis, therein
named personally at _____ (address), County of
_____, State of Minnesota, by handing and leaving with her a true and
correct copy thereof.

By: _____
(Signature of Person Making Service)

Subscribed and sworn to before me
this _____ day of _____ 2024.

Notary Public



South Koochiching - Rainy River School District #363
Northome School



Jeremy Tammi, Superintendent
Email: jeremy.tammi@isd363.org

Mackenzie Lehn, Principal
Email: mlehn@northome.k12.mn.us



Phone: 218-897-5275
Fax: 218-225-1130



11731 Hwy 1
PO Box 465
Northome, MN 56661

June 12, 2024

EXHIBIT B

LeAnn Bolhuis



Dear Ms. Bolhuis:

You are hereby notified that at a regular meeting of the School Board of Independent School District No. 363, (South Koochiching-Rainy River), Minnesota, held on June 12, 2024, a resolution was adopted approving an agreement by and between the School Board and you. A copy of that Agreement and a copy of the Resolution duly adopted by the School Board are attached hereto for your information.

Sincerely,

SCHOOL BOARD
Independent School District No. 363

Malisa Schue
Clerk of the School Board

Encs.