

BEMIDJI AREA SCHOOLS
BEMIDJI, MINNESOTA

DATE : APRIL 20, 2015
TO : BOARD OF EDUCATION
FROM : JORDAN HICKMAN, DIRECTOR OF HUMAN RESOURCES
SUBJECT : RESOLUTION RELATING TO TERMINATION AND NONRENEWAL OF
CONTRACTS AND UNREQUESTED LEAVES

COMMENTS:

Under the assumption that the Board of Education accepts the recommendations in the previous resolution, the following actions are necessary.

_____ introduced the following resolution and moved its adoption:

**RESOLUTION RELATING TO THE TERMINATION AND NONRENEWAL OF THE
TEACHING CONTRACTS OF MEGHAN ANDERSON, WALTER DODDS, CANDACE FISHER,
LISA GRAEFE, LIA HENNINGSGAARD, BENJAMIN HUGHES, BECKY JOHNSON,
ROMANN LYONS, STEPHANY MCDERMOTT, BRITTANY MILLER, BRIAN MURPHY,
BRIANNA NOHRE, JENNIFER PARKS, MICHELLE RUPORE, CHARLES SMITH,
TRAVIS WHITTINGTON, AND DORIS HALL**

WHEREAS, Meghan Anderson, Walter Dodds, Candace Fisher, Lisa Graefe, Lia Henningsgaard, Benjamin Hughes, Becky Johnson, Romann Lyons, Stephany McDermott, Brittany Miller, Brian Murphy, Brianna Nohre, Jennifer Parks, Michelle Ruport, Charles Smith, Travis Whittington, and Doris Hall are probationary teachers in Independent School District #31,

BE IT RESOLVED, by the School Board of Independent School District No. 31 that pursuant to M.S. 122A.40, Subdivision 5, the teaching contracts of Meghan Anderson, Walter Dodds, Candace Fisher, Lisa Graefe, Lia Henningsgaard, Benjamin Hughes, Becky Johnson, Romann Lyons, Stephany McDermott, Brittany Miller, Brian Murphy, Brianna Nohre, Jennifer Parks, Michelle Ruport, Charles Smith, Travis Whittington, and Doris Hall are hereby terminated at the close of the 2014-2015 school year on June 5, 2015.

BE IT FURTHER RESOLVED, that written notice be sent to said teachers regarding termination and nonrenewal of their contracts as provided by law, and that said notice be substantially in the following form:

NOTICE OF TERMINATION AND NONRENEWAL

Dear:

You are hereby notified that at the regular meeting of the School Board of Independent School District No. 31, held April 20, 2015, a resolution was adopted by majority roll call vote to terminate your contract at the end of the current school year on June 5, 2015, and not to renew your contract for the 2015-2016 school year. Said action of the Board was taken pursuant to M.S. 122A.40, Subdivision 5.

You may officially request that the School Board give its reasons for the nonrenewal of your teaching contract.

Sincerely,

SCHOOL BOARD OF
INDEPENDENT SCHOOL DISTRICT NO. 31

Clerk of the School Board

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

WHEREUPON, said resolution was declared passed and adopted.

_____ introduced the following resolution and moved its adoption:

**RESOLUTION PROPOSING TO PLACE BILLY COPENACE, RENEE LEINDECKER, AND
AMANDA MANTEUFEL-UNDERWOOD
ON UNREQUESTED LEAVE OF ABSENCE**

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

1. It is proposed that Billy Copenace, Renee Leindecker, and Amanda Manteufel-Underwood be placed on unrequested leave of absence without pay and fringe benefits effective at the end of the 2014-2015 school year on June 5, 2015, pursuant to M.S. 122A.40 as listed:

Billy Copenace 1.0 FTE
Renee Leindecker .40 FTE
Amanda Manteufel-Underwood .75 FTE

2. Written notice shall be sent to said teacher regarding the proposed placement on unrequested leave of absence without pay or fringe benefits as provided by law and that the notice be in substantially the following form:

NOTICE OF PROPOSED PLACEMENT ON UNREQUESTED LEAVE OF ABSENCE

Dear:

You are hereby notified that at the regular meeting of the School Board of Independent School District No. 31, held April 20, 2015, consideration was given to your placement on unrequested leave of absence without salary and fringe benefits as a teacher in the employ of Independent School District No. 31, and a resolution was adopted by a majority vote of the Board, proposing your placement on unrequested leave of absence effective at the end of the 2014-2015 school year on June 5, 2015, for "XX" FTE pursuant to M.S. 122A.40, Subdivision 11, upon the grounds described in said statute and which are specifically as follows:

DISCONTINUANCE OF POSITION, LACK OF PUPILS, AND FINANCIAL LIMITATION

Under the provisions of the law, you are entitled to a hearing before the School Board provided you make a request in writing within fourteen days after receipt of this notice. If no hearing is requested within such period, it shall be deemed acquiescence by you to the School Board's proposed action.

Sincerely,

SCHOOL BOARD OF
INDEPENDENT SCHOOL DISTRICT NO. 31

Clerk of the School Board

3. That each and all of the foregoing grounds of said notice are within the grounds for unrequested leave placement as set forth in M.S. 122A.40, Subdivision 11, and are hereby adopted as though separately set forth and resolved herein.

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

and the following voted against: _____.

WHEREUPON, said resolution was declared passed and adopted.

_____ introduced the following resolution and moved its adoption:

RESOLUTION TO OFFER CONTRACT TO BRIAN MURPHY

BE IT RESOLVED, by the School Board of Independent School District No. 3, to offer a contract to Brian Murphy for .56 FTE for the 2015-16 school year.

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

and the following voted against: _____.

WHEREUPON, said resolution was declared passed and adopted.