

**School Board Meeting:**

**April 28, 2025**

**Subject:**

Proposed Placement on ULA

**Presenter:**

**Evan Ronken, Director  
Human Resources**

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**SUGGESTED SCHOOL BOARD ACTION:**

Recommend board approval of resolution to *propose* placing the following staff on an unrequested leave of absence: Michele Strassburg (partial), Jennifer Olson (partial), Ryan Rutten (1.0)

**DESCRIPTION:**

Michele Strassburg is currently a .858 FTE German teacher with continuing contract rights to a .858 FTE German teacher position. There are no probationary teachers in German positions. If Ms. Strassburg is placed on ULA for .142 FTE of her position (.716 FTE remaining), she will have recall rights for that portion of the position for five years. The proposed ULA is due to financial limitations and discontinuous of position.

Jennifer Olson is currently a .820 FTE elementary specialist teacher with continuing contract rights to a .820 FTE elementary specialist position. There are no probationary teachers in elementary specialist positions. If Ms. Olson is placed on ULA for .077 FTE of her position (.743 FTE remaining), she will have recall rights for that portion of the position for five years. The proposed ULA is due to financial limitations and discontinuous of position.

Ryan Rutten is currently a 1.0 FTE technology education teacher with continuing contract rights to a 1.0 FTE arts position. There are no probationary teachers in technology education positions. If Mr. Rutten is placed on an ULA, he will have recall rights for the position for five years. The ULA is due to financial limitations and complete discontinuous of position.

Before staff can be placed on ULA, the School Board must first approve a resolution ***proposing*** to place them on unrequested leave of absence. Following School Board approval to propose placing staff on ULA, formal notice will be given along with the right to request a hearing within fourteen days after receipt of the notice. If a hearing is not requested, a resolution to place staff on ULA will be submitted to the School Board for consideration on May 27, 2025.

**ATTACHMENTS:**

- **Resolution Proposing to Place Michele Strassburg on Partial Unrequested Leave of Absence**
- **Resolution Proposing to Place Jennifer Olson on Partial Unrequested Leave of Absence**
- **Resolution Proposing to Place Ryan Rutten on Unrequested Leave of Absence**