

**MINUTES OF THE SPECIAL MEETING  
OF THE BOARD OF EDUCATION  
BEMIDJI AREA SCHOOLS  
JANUARY 14, 2026**

The special meeting of the Board of Education, Bemidji Area Schools, Bemidji, Beltrami/Hubbard Counties, Minnesota, was held on Thursday, January 14, 2026, at 7:00 a.m., in the District Office Board Room.

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

MEMBERS ABSENT: None

CALL TO ORDER: 7:00 a.m.

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

AGENDA

**Consideration and Decision Related to Hearing Officer's Recommendation Related to Proposed Action Involving a Probationary Teacher**

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

**RESOLUTION DISCIPLINING AN EMPLOYEE**

WHEREAS, the School Board has reviewed the Independent Hearing Officer's Findings of Fact, Conclusions, and Recommendation regarding discipline for a probationary employee; and

WHEREAS, the School Board has determined that disciplinary action is appropriate.

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

1. The School Board hereby accepts and adopts the Independent Hearing Officer's Findings and Fact, Conclusions, and Recommendation as the basis for its decision. The Independent Hearing Officer's Findings and Fact, Conclusions, and Recommendation constitutes the Board's written decision and order in this matter.
2. The School Board has reviewed a draft of a letter setting forth the disciplinary action and the basis for the disciplinary action. The School Board hereby approves the letter and authorizes the Superintendent to sign and deliver the letter, along with a copy of this Resolution and a copy of the Independent Hearing Officer's Finding of Fact, Conclusions, and Recommendation.
3. 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.

Member Jack Aakhus seconded the foregoing resolution and upon a vote being taken thereon, the following voted in favor thereof: Dave Wall, Jenny Frenzel, Jack Aakhus, Anna Manecke, Ann Long Voelkner, and Todd Haugen

And the following voted against the same: None

Whereupon said Resolution is declared duly passed and adopted.

## Adjournment

The motion was offered by Dave Wall, seconded by Ann Long Voelkner, and carried by all in attendance to adjourn the meeting. Time 7:06 a.m.

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Jenny Frenzel, Clerk

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Date Approved

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Todd Haugen, Chair

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Date Approved