



South Koochiching - Rainy River School District #363
Northome School



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September 21, 2023

To: Teresa Weidenborner
CC: Terri Knutson
From: Superintendent Jeremy Tammi
Subject: Leave of Absence (MOA)

This letter is written as a Memorandum of Agreement concerning the employment of Teresa Weidenborner who serves as a Paraeducator for ISD #363 at the Northome School.

Ms. Weidenborner will be taking an unpaid Leave of Absence from her paraeducator position effective September 29, 2023 when the Northome Secondary Math teacher begins maternity leave. During this time, Ms. Weidenborner will become the lead teacher in the Northome Grades 7-12 Mathematics Classroom.

Upon the return of the Northome Mathematics teacher (estimated time of 12 weeks), Ms. Weidenborner will return to her paraeducator position with ISD #363 with no loss to her rank of seniority or position on the salary schedule. Ms. Weidenborner's sick time and personal time will also be accrued during this time period.

The contract language regarding an unpaid leave of absence states:

Section 7. Unpaid Leave: The employee may be granted an unpaid leave of absence up to one (1) year, at the discretion of the School District. Seniority shall be reinstated provided the employee returns to work under the above conditions and at the end of such leave. Seniority shall not accrue during such leave. Employees shall be allowed to maintain insurance benefits by paying the entire cost of premiums.

Ms. Weidenborner will submit a formal request to the School Board requesting an unpaid leave of absence for a duration of 12 weeks while she takes on the role as the Northome Math Teacher.

Ms. Weidenborner is not utilizing the School District's health insurance plan, so this portion of the contract language will be a non-factor.

ISD #363 Superintendent

ISD #363 Employee

Jeremy Tammi

Teresa Weidenborner