

**BEMIDJI AREA SCHOOLS  
BEMIDJI, MINNESOTA**

**DATE:** DECEMBER 18, 2023  
**TO:** BOARD OF EDUCATION  
**FROM:** JORDAN HICKMAN, DIRECTOR OF HUMAN RESOURCES  
**SUBJECT:** TEACHER SENIORITY LIST

**COMMENTS:**

Article XII, Section 5, Subd. 1, SBR 200-10-1, dated July 18, 2022, requires, in part, that each year prior to December 30, the District shall cause a Seniority List of teachers to be posted in each school building of the district. On November 22, 2023, the list was sent to each building principal or director with instructions to post it as directed. All teachers were notified of the posting and informed that, in accordance with Subd. 2 of the aforementioned regulation, those in disagreement with the order of the list had twenty (20) days to request a change. As a result of the posting, revisions have been made. It is recommended that the Seniority List now be officially adopted, which will have the effect of freezing the list until a new one is adopted in December of 2024.