

Memorandum of Agreement: E-Learning Days

This Memorandum of Agreement (“MOA”) is entered into between Royalton Education Minnesota (“Union”) and Independent School District No. 485 (“District”).

WHEREAS, the Union and the District are parties to a collective bargaining agreement (“CBA”) governing the terms and conditions of employment for teachers employed by the District, pursuant to the Public Employment Labor Relations Act (“PELRA”), Minn. Stat. §179A.01.

WHEREAS, during the 2026-2027 school year, the Union and District have both agreed to allow for e-learning days as allowed in MN State Statute 120A.414;

WHEREAS, the parties are entering into this MOA to ensure that no misunderstandings arise;

Now, THEREFORE, IN CONSIDERATION OF the mutual promises contained herein and other consideration, the sufficiency of which is acknowledged, the parties agree as follows:

1. **TERM.** The MOA will automatically expire and terminate on June 30, 2027. The MOA may be extended beyond this date , with mutual agreement between the Union and District.
2. **DECLARATION OF E-LEARNING DAYS.** In the event of inclement weather, the Superintendent can call for an e-learning day. The first inclement weather day will be a snow day with the calling of a teacher professional development day at the discretion of the Superintendent.

Upon the calling of an e-learning day, the formal notification by the Superintendent will alert principals, staff and families of an e-learning day no later than 5:00am the day of the e-learning day. Teachers will be available to students and parents either by phone or email during the school day.

3. **ENTIRE AGREEMENT.** No changes to this MOA are valid unless they are in writing and signed by both parties.

IN WITNESS WHEREOF, the parties have executed this MOU as follows:

FOR: The DISTRICT Signed this _____ day of _____

School Board Chair

FOR: The EXCLUSIVE REPRESENTATIVE Signed this _____ day of _____

REM Union President