

MEMORANDUM OF UNDERSTANDING

Between

Bagley Education Association, Local 7011

And

Independent School District No. 162, Bagley, MN

This Memorandum of Understanding (MOU) is entered into by and between Independent School District No.162, Bagley ("School District") and Bagley Education Association, Local 7011 ("Union").

WHEREAS, the School District and the Association are parties to a collective bargaining agreement (hereinafter referred to as the "CBA") for the time period from July 1, 2025 to June 30, 2027; and

WHEREAS, the School District and the Union are parties to a Master Agreement governing the terms and conditions of employment for teachers;

WHEREAS, Article V of the Master Agreement set forth the salaries of teachers employed by the School District; and

WHEREAS, Article XVIII, Section D of the Master Agreement set forth the compensation of teachers employed for extra-curricular duties by the School District; and

WHEREAS, Appendix C2 sets the compensation for instruction service that is not a part of the regular or extra-curricular assignment of a teacher; and

WHEREAS, the School District and the Union mutually desire to enter into this MOU to resolve any issues related to the compensation for the Youth Recreation Activities Coordinator position.

NOW THEREFORE, be it resolved; that for the 2026-27 school year through and including the month of June 2027, the following language supplements the language in the collective bargaining agreement between the parties for the teachers filling the position of Youth Recreation Activities Coordinator. The Youth Recreation Activities Coordinators' duties and responsibilities will begin no earlier than August 1, 2026 with onset of the fall/autumn 2026 youth recreation season and continue through and including the ending date of June 30, 2027.

- 1) Teachers Amy Kent and Brandon Schwegel will fill the Youth Recreation Activities Coordinator position for the 2026-27 school year through and including June 30, 2027.
- 2) The duties and compensation for the Youth Recreation Activities Coordinator will be evenly split 50%/50% between teachers Amy Kent and Brandon Schwegel.
- 3) Total compensation for the Youth Recreation Activities Coordinator position will be \$8,000. Compensation will be divided equally over ten payments with the first nine payments added to each teacher's remaining regular monthly paychecks from September

2026 through May 2027 and the tenth and final payment being paid out during the District's June 2027 scheduled monthly payroll.

- 4) Both parties agree to discuss the possibility of a new MOU for the 2027-28 school year and adding the position of Youth Recreation Activities Coordinator to the list of instructional services that are not part of the regular or extra-curricular assignment of a teacher found in Appendix C2 of the master agreement to the master agreement during the next round of bargaining.

NOW THEREFORE, be it further resolved that the parties agree to the following:

Nothing in this MOU may be deemed to establish a precedent or practice or to alter any established precedent or practice arising out of or relating to the CBA between the District and the Union. Neither the District nor the Union may refer to this MOU or submit it in any proceeding or case as evidence of a precedent or practice.

This MOU may be modified, revised, extended, or renewed by mutual written consent of all parties, by the issuance of a written amendment, signed and dated by all parties.

By signing below, each party specifically acknowledges that it has read this Agreement and that it understands and voluntarily agrees to be legally bound by all terms of this Agreement.

Casey Dahl, President
Bagley Education Association, Local 7011
Date: _____

Erich Heise, Superintendent
Bagley Public School Dist. No.162
Date: _____