

MEMORANDUM OF UNDERSTANDING

2026–2027 E-Learning Days

This Memorandum of Understanding (MOU) is entered into between Independent School District No. 821, Menahga Public Schools (“District”) and the Menahga Education Association (“Association”).

Purpose

The parties recognize that the 2026–2027 school calendar begins after Labor Day and concludes prior to Memorial Day, resulting in fewer available student contact days than in a traditional school year. In order to ensure that the District is able to meet Minnesota’s minimum instructional time requirements, the parties agree to temporarily modify the weather-day provisions of the current collective bargaining agreement for the 2026–2027 school year.

Agreement

For the 2026–2027 school year only:

1. The first school closure due to inclement weather will be a traditional snow/weather day with no student instruction.
2. Beginning with the second school closure due to inclement weather, the District will utilize an e-learning day, consistent with the District’s approved e-learning plan and applicable Minnesota law.
3. This MOU temporarily replaces the current contract provision providing for two traditional snow/weather days prior to the implementation of e-learning days.
4. All other provisions of the collective bargaining agreement regarding e-learning days, teacher responsibilities, work expectations, and compensation remain unchanged unless specifically modified by this MOU.
5. This MOU applies only to the 2026–2027 school year and will expire on June 30, 2027. Upon expiration, the language of the collective bargaining agreement will again govern unless otherwise mutually agreed upon by the parties.
6. This MOU is non-precedential and shall not constitute a waiver of either party’s rights in future negotiations.

Signatures

For Independent School District No. 821

Superintendent

Date: _____

School Board Chair

Date: _____

For the Menahga Education Association

Association President

Date: _____

Association Representative

Date: _____