

Memorandum of Understanding (MOU)
Extended Leave of Absence for Carrie Hansen

WHEREAS, Section 10.3 of the 2019-21 Master Agreement (“Agreement”) between Independent School District #256 (“School District”) and Education Minnesota Red Wing (“Association”) outlines provisions regarding Extended Leaves of Absences (“ELAs”) for teachers;

WHEREAS, Section 10.3, Subd.9. stipulates that “teachers must submit a signed letter to the Superintendent requesting an extended leave of absence without pay detailing the purpose and timing of the leave. The request must be submitted by February 1 for a leave taking effect at the beginning of the following school year....”

WHEREAS, another school district (“GCED”) offered an administrative position to Carrie Hansen (“Hansen”) during the 2021-22 school year;

WHEREAS, Hansen, currently a special education teacher in the School District, submitted a request for a 3-year ELA;

WHEREAS, the School District needs to hire a replacement for Hansen’s position;

WHEREAS, the Hansen’s new administrative position was made available after the February 1 deadline for submitting ELA requests; and

WHEREAS, all parties desire to grant an ELA for Hansen.

NOW, THEREFORE, the parties agree to the following:

1. The deadline established in Section 10.3, Subd.9 for submitting ELA requests is waived for Hansen;
2. The ELA request submitted by Hansen is approved pending the hiring of a qualified replacement by the School District;
3. Until a qualified replacement is hired by the School District, Hansen will submit timecards to GCED for payment for work supporting GCED outside of Hansen’s contracted work hours with the School District.
4. This Memorandum of Understanding will not affect any terms or conditions of the current contract, will not be construed as an admission of liability by any party, and will not be used as evidence of any past practice or precedent with respect to the implementation of ELAs for any other employee.

CARRIE HANSEN

Carrie Hansen

Dated this 29th day of

October, 2021.

FOR THE ASSOCIATION

Shull King Hansen

President

Dated this 29th day of

October, 2021.

FOR THE SCHOOL DISTRICT

School Board Clerk (indicating approval by the School Board)

Dated this _____ day of

_____, 2021.
