

Memorandum of Understanding
Extended Leave of Absence for Dan Marrs

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.4. stipulates that “a teacher who accepts a teaching position in another school district during the extended leave of absence shall not be reinstated and shall be deemed as having resigned from the School District;”

WHEREAS, Dan Marrs (“Marrs”), a band teacher at Red Wing High School, submitted a request for a two-year ELA on April 22, 2021 that was approved by the School District on May 3, 2021;

WHEREAS, the School District is an active participant in the Goodhue County Education District (“GCED”);

WHEREAS, GCED offered a teaching position to Marrs for the 2021-22 school year;

WHEREAS, Marrs desires to work for GCED as a teacher but retain his ability to return to the School District as per the other provisions for extended leaves of absence in the Agreement.

WHEREAS, the global COVID pandemic led to the need for additional teachers at GCED during a time of shortages for teaching candidates;

WHEREAS, the hiring of Marrs indirectly benefits students residing in the School District because Marrs will teach many of them while working for GCED.

NOW, THEREFORE, the parties agree to the following:

1. Marrs will follow the terms and conditions of the GCED teacher contract until he ends his employment as a teacher with GCED and/or returns to work as a teacher for the School District;
2. The School District will not deem that Marrs resigned from the School District;
3. Marrs may return to work as a teacher in the School District at the beginning of the 2023-24 school year if the following criteria are met:
 - 3.1 Marrs does not accept a teaching position in a school district other than GCED prior to July 1, 2024;
 - 3.2 Marrs complies with ELA provisions in the Agreement or successor agreements (except for the prohibition of working in another 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.

DAN MARRS

Dated this _____ day of

_____, 2021.

FOR THE ASSOCIATION

President

Dated this _____ day of

_____, 2021.

FOR THE SCHOOL DISTRICT

School Board Clerk (indicating approval by the School Board)

Dated this _____ day of

_____, 2021.
