

Memorandum of Understanding

This Memorandum of Understanding ("MOU") is entered into between Independent School District No. 15, St. Francis, Minnesota ("School District") and the District 15 Directors' Association ("Association").

WHEREAS, the Association represents the Directors of the School District ("Directors");

WHEREAS, the Association and the School District are parties to a negotiated 2025-27 collective bargaining agreement ("Agreement") governing the terms and conditions of employment of Directors;

WHEREAS, the parties desire to conduct a comprehensive review of the salaries, benefits, and duty days for Directors in relation to district and building leaders in St. Francis Area Schools and similar districts.

NOW, THEREFORE, the parties agree as follows:

1. A committee will be created comprised of three representatives appointed by the Board Chair (or designee) and three representatives appointed by the Association;
2. The committee shall hold a meeting on a date no later than September 18, 2026;
3. The committee shall present a report and/or recommendations to the Superintendent no later than January 31, 2027;
4. This MOU shall not be construed to constitute a precedent or past practice.

Dated _____ School District

By _____

Its _____

Dated _____ Association

By _____

Its _____

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NOW, THEREFORE, the parties agree as follows:

1. Upon ratification of the Agreement under the terms agreed to by the parties on June 15/16, 2026, a one-time payment of up to \$1,000 for 2025-2026 only will be made to each Director who is employed as a Director by the School District during the 2025-26 school year under the following terms:
 - The payment will be pro-rated by FTE (daily) and by the portion of year worked;
 - A Director resigning prior to the date payments are made will not be eligible;
 - Payment will be made in a lump sum and issued as soon as possible;
2. This MOU will expire on July 1, 2026;
3. This MOU shall not be construed to constitute a precedent or past practice.

Dated

School District

By _____

Its _____

Dated

Association

By _____

Its _____