

## MEMORANDUM OF AGREEMENT

Susan Olson, Independent School District No. 15, St. Francis (“District”), and Education Minnesota, St. Francis (“Association”) enter into this Memorandum of Agreement (“Agreement”) to provide for the employment of Susan Olson, a legally qualified and licensed teacher, during the 2026-2027 school year.

The following provisions shall apply and are a part of this contract:

1. **Basic Services:** The District shall employ Susan Olson during the 2026-2027 school year as a 1.0 FTE special education teacher. Susan Olson shall faithfully perform the services prescribed by the School Board or its designated representative, whether or not such services are specifically described in this contract, abide by the rules and regulations as established by the School Board and Minnesota Department of Education, and any additions or amendments thereto, for the annual salary indicated below, and agrees to teach for the School District as assigned where the teacher has the necessary license.
2. **Duration:** The term of this contract shall be for a fixed duration: August 31, 2026 through the end of the regular 2026-2027 school year. At no point shall this contract be extended beyond June 30, 2027. This Agreement and Susan Olson’s employment shall automatically terminate as of the last day worked in 2026-2027, or no later than June 30, 2027, without the necessity of any further action or notice by either the School District or Susan Olson.
3. **Special Provisions:** Susan Olson shall be employed for the 2026-2027 school year under the following special provisions:
  - A. **Tenure/Continuing Contract Status:** Susan Olson is a retired teacher who is rehired by the School District and hereby knowingly, voluntarily, and willingly agrees to waive any tenure rights and any continuing contract rights set forth in Minnesota Statutes Section 122A.40.
  - B. **Seniority Date:** Susan Olson will not be placed on the District Seniority List.
  - C. **Layoff and Recall:** Based upon Susan Olson’s willingness to waive tenure rights as identified above, Susan Olson shall have no rights to continuing contract status, including the unrequested leave and recall provisions of Minnesota Statutes Section 122A.40 and Article XIV of the collective bargaining agreement between the District and the Association.

- D. **Compensation:** Susan Olson's base salary for the 2026-2027 school year shall be \$92,810, pro-rated accordingly. This amount shall not change as the result of the negotiation of the 2027-2029 Master Agreement by the School District and the Association.
- E. **TRA contributions.** The District makes no representations or guarantees as to the impact of this arrangement on Susan Olson's eligibility for or receipt of TRA benefits. Those matters are strictly between the teacher and TRA, and the District in no way will have any liability or responsibility for those matters.

Since Susan Olson is a TRA annuitant, neither the District nor Susan Olson shall contribute to TRA for the 2026-2027 school year unless required to do so by law.

4. **Applicable Sections of the Master Agreement:** The following articles of the Master Agreement between the Association and the District shall apply to Susan Olson's employment with the School District, but only to the extent that such provisions would otherwise apply to a full-time teacher working a 1.0 FTE position:
- (a) Article I, Purpose
  - (b) Article II, Recognition of Exclusive Representative
  - (c) Article IV, School District Rights
  - (d) Article V, Teacher Rights
  - (e) Article VII and Article VIII, Length of School Year and Hours of Service: Provided, however, that Susan Olson shall not be required to work the additional days required of probationary teachers.
  - (f) Article IX, Basic Compensation, but only Section 4 (Pay Days)
  - (g) Article XIII, Leaves of Absence, but only Section 1 (Sick Leave), Section 3 (Leave), Section 11 (Eligibility). Susan Olson will carry over no unused sick leave days from previous school years to the 2026-2027 school year.
  - (h) Article XVII, but only Section 5 (Teacher Discipline)

(i) Attachment F, Grievance Procedure

5. **Sections of the Master Agreement Not Applicable:** Provisions of the Master Agreement not specified above in Section 4 shall not apply to Susan Olson's employment with the District.

This Agreement is the full and complete agreement between the parties relating to the employment of Susan Olson. This Agreement shall be effective only after it has been authorized by the School Board in appropriate action, recorded in its minutes, and executed by the parties.

\_\_\_\_\_  
Susan Olson

Date: \_\_\_\_\_

EDUCATION MINNESOTA, ST. FRANCIS Local 1977

By \_\_\_\_\_  
Its \_\_\_\_\_

Date: \_\_\_\_\_

INDEPENDENT SCHOOL DISTRICT NO. 15

By \_\_\_\_\_  
School Board Chair

Date: \_\_\_\_\_