

## **MEMORANDUM OF AGREEMENT**

### **Extended Leaves of Absence**

This Memorandum of Agreement, is entered into between Independent School District No. 656, Faribault, Minnesota, (hereinafter the "School District") and the Faribault Education Association EM-NEA-AFT, Local 1806 (hereinafter the "Association") as follows:

1. Parties. The School District and the Association are parties to a collective bargaining contract covering the period July 1, 2025, through June 30, 2027.

2. Purpose. The School District and the Association agree to allow teachers to pursue other avenues in their life while allowing them the opportunity to remain a teacher in the School District.

3. Extended Leave of Absence.

A. Eligibility: To be eligible for the application of the provisions of this Section, a teacher must be on Step 12 or higher on the salary schedule in this District.

B. Application: Application for such extended leave must be received by the Human Resources Office no later than March 1, 2026 for leave during the 2026-27 school year and March 1, 2027 for the 2027-28 school year. In the case of an unusual circumstance for an eligible member, the district may accept a late application at its discretion. Applications under this section shall be presented to the School Board with a recommendation from the administration.

C. School Board Discretion: The granting of an extended leave of absence shall be subject to the approval of the School Board and shall be based upon, among other things, availability of a suitable substitute and continuity of the educational program. The District will act on applications and notify the applicant of its decision prior to April 30.

D. Length: The maximum length of an extended leave of absence shall be determined by mutual agreement of the teacher and the District at the time the leave is granted, but shall be no more than three (3) years in length.

E. TRA Contribution: The District shall pay the TRA contribution for both the teacher's share and the District's share for the period of one year during the extended leave of absence. The District will pay the TRA during the first year of the leave.

F. Health Insurance: The teacher may continue in the District Health Insurance Plan, and the District will contribute a sum not to exceed Four Hundred Dollars (\$400) per month toward such coverage for the period of one year during the extended leave, not to exceed the premium cost of the plan for the teacher. If the teacher does not participate in the District sponsored Health Insurance Plan while on extended leave of absence, the teacher may re-enroll upon retirement,

resignation, or return to the District as permitted by the health insurance carrier. The District will pay the \$400 per month toward the District Health Insurance Plan during the first year of the leave.

G. Life Insurance: The teacher may continue to participate in the life insurance plan, subject to approval of the insurance carrier, by paying the entire premium.

H. Exceptions: The District may waive the restrictions in this Section to allow a teacher to take an extended leave of absence.

**7. Duration.** This Memorandum of Agreement shall be in full force and effect from its date of execution through June 30, 2027, unless extended by negotiations between the parties. Pursuant to Minn. Statute 354.094, this Memorandum of Agreement shall sunset on June 30, 2027, and shall not become a part of the collective bargaining agreement between the parties. However, the terms of this Memorandum of Agreement shall be enforceable for the term of such leaves as granted pursuant to this Agreement.

IN WITNESS WHEREOF, the Parties have signed this Memorandum of Understanding on this 5th day of December, 2025.

FARIBAULT EDUCATION ASSOCIATION INDEPENDENT SCHOOL DISTRICT  
EM-NEA-AFT, LOCAL 1806 NO. 656

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Corey Luettel, President

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John Bellingham, Chair

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Cheri Staab, Chief Negotiator

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Casie Steeves, Clerk

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Angela Pedace, Teacher Rep.

Dated \_\_\_\_\_, 2026

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