

MEMORANDUM OF UNDERSTANDING  
Between  
Bagley Education Association, Local 7011  
And  
Independent School District No. 162, Bagley, MN

This Memorandum of Understanding (MOU) is entered into by and between Independent School District No.162, Bagley ("School District") and Bagley Education Association, Local 7011 ("Union").

**WHEREAS**, the School District and the Association are parties to a collective bargaining agreement (hereinafter referred to as the "CBA") for the time period from July 1, 2025 to June 30, 2027; and

**WHEREAS**, the School District and the Union are parties to a Master Agreement governing the terms and conditions of employment for teachers;

**WHEREAS**, Article V of the Master Agreement set forth the salaries of teachers employed by the School District; and

**WHEREAS**, the School District and the Union are parties to a Master Agreement governing the terms and conditions of employment for teachers that voluntarily supervise students during their duty-free lunch time;

**WHEREAS**, the School District and the Union mutually desire to enter into this MOU to resolve any issues related to the time commitment, compensation, and schedule, for a teacher that volunteers to supervises students during their duty-free lunch time and;

**NOW, THEREFORE**, the School District and the Union agree to the following:

- 1) The supervision of students during a teacher's duty-free lunch time will be voluntary.
- 2) When the supervision of students is needed, the building principal will send a communication to all teachers asking for volunteers.
- 3) This duty will not become part of a teacher's daily schedule.
- 4) Teachers that volunteer to supervise students during their duty-free lunch time will be compensated at their hourly rate of pay, rounding up to the whole hourly salaried rate of pay.
- 5) Teachers that volunteer to supervise students during their duty-free lunch time will be able to consume their own lunch as they supervise students.
- 6) This MOU is in effect for the 2025-2026 contract year and will cease on June 30, 2026.

- 7) Such teachers will be eligible for retro pay once the 2025-2027 Master Agreement is fully ratified.

The parties further agree:

This MOU may be modified, revised, extended, or renewed by mutual written consent of all parties, by the issuance of a written amendment, signed and dated by all parties.

This agreement addresses the 2025-2027 collective bargaining agreement only and sets no precedent, nor shall it be introduced by either party in any proceeding as evidence of a past practice. This Memorandum of Understanding does not constitute a reopening of the CBA or negotiations.

By signing below, each party specifically acknowledges that it has read this Agreement and that it understands and voluntarily agrees to be legally bound by all terms of this Agreement.

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Aricka Marsh, President  
Bagley Education Association, Local 7011  
Date:

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Erich Heise, Superintendent  
Bagley Public School Dist. No.162  
Date: