

**Memorandum of Understanding
Severance for Classified Staff Due to Indus School Closure**

This Memorandum of Understanding (MOU) is entered into by and between the Minnesota School Employees Association (Association) and the South Koochiching-Rainy River Schools ISD #363 (District.

WHEREAS, the Association and the District are parties to a Collective Bargaining Agreement (CBA) governing the terms and conditions of employment for classified staff employed by the District;

WHEREAS, The South Koochiching-Rainy River School Board has voted to close the Indus School on July 1, 2023..

WHEREAS, Due to the decision of the Indus School closure, multiple employees will lose their livelihood and employment with the District.

THEREFORE, IT IS MUTUALLY AGREED, if work duties are transferred to the Northome School, the employee's seniority date will remain the same and not be adjusted.

IT IS UNDERSTOOD THAT, The District will follow Policy 433 and the current bargaining agreement as it relates to Retirees. If a displaced employee chooses to retire, all contract and policy language will be followed as it relates to sick leave, personal leave, vacation and Escrow accounts (VEBA). The District does not agree to pay out ALL accrued leave to employees affected by the Indus School closure.

This Memorandum of Understanding does not set a precedent or establish a past practice for other employees or future similar situations in the District

This Memorandum of Understanding shall represent a full and complete agreement between the parties hereto. There are no covenants, promises, or undertakings outside of this Memorandum of Understanding other than as specifically set forth herein.

The undersigned, by the execution hereof, state that this Memorandum of Understanding has been read by them and that they understand and fully agree to each, all, and every provision of this Memorandum.

IN WITNESS WHEREOF: the Parties have executed the Agreement as follows.

FOR THE DISTRICT:

Bob Stueven, School Board Chair

Date

Jeremy Tammi, Superintendent.

Date

FOR MSEA:

Local Leadership.

Date

Field Representative

Date