

**INDEPENDENT SCHOOL DISTRICT NO. 256  
AND  
EDUCATION MINNESOTA-RED WING**

**MEMORANDUM OF UNDERSTANDING  
REGARDING EXTENDED LEAVE OF ABSENCE FOR MEMBER**

This Memorandum of Understanding (“MOU”) is entered into by and between Independent School District No. 256, Red Wing, Minnesota (“School District”) and the EDUCATION MINNESOTA-RED WING (“Association”). The School District and the Association are referred to collectively as “the parties.”

WHEREAS, the Association represents teachers of the School District who are members of the bargaining unit; and

WHEREAS, the School District and the and the Association are parties to a collective bargaining agreement (“CBA”) for the period of July 1, 2023 through June 30, 2025; and

WHEREAS, Article 10.3 of the Agreement specifies that leave requests must be submitted by February 1 for a leave taking effect at the beginning of the following school year or by October 1 for a leave taking effect at the beginning of second semester; and

WHEREAS, the District has received a request from Joanna Jaeger for an extended leave of absence outside the timelines specified in Article 10.3 in order to serve as an Indian Education Liaison for Prairie Island at Twin Bluff Middle School; and

WHEREAS, the District and the Association recognize the value and importance of fostering cultural understanding and supporting Native American education, and both agree that the Indian Education Liaison position will be beneficial to the District and its students;

NOW, THEREFORE, the School District and Association agree as follows:

1. **Approval** **of** **Leave:**  
Notwithstanding the timelines specified in Article 10.3 of the Agreement, the District shall approve Joanna Jaeger’s extended leave of absence request effective as soon as the District can appropriately fill her position. The leave shall extend through June 30, 2027.
  
2. **Terms of Leave:**

- a. The terms of this leave shall follow the provisions outlined in Article 10.3, Subdivisions 1-7 of the Agreement, except for the modified leave start date.
- b. The extended leave of absence will be unpaid.

3. **Filling** **the** **Position:**  
 The District will promptly begin the process of identifying and hiring a suitable replacement for Joanna Jaeger's position to ensure minimal disruption to students and staff.

4. **Duration** **and** **Review:**  
 This MOU shall remain in effect until June 30, 2027. The parties agree to review the impact of this leave arrangement as necessary during its duration.

5. **Non-Precedential** **Agreement:**  
 The parties agree that this MOU is a unique, non-precedential agreement and does not establish a binding practice for future leave requests outside the parameters of Article 10.3.

6. **Entire** **Agreement:**  
 This MOU contains the full and complete agreement between the parties relative to the subject matter addressed herein. No promises, guarantees, or representations relative to the subject matter addressed herein exist outside the terms of this document. This MOU controls to the extent that it conflicts with the terms of the collective bargaining agreement. No changes to this MOU are valid unless they are in writing and signed by both parties.

By signing below, each party represents that it has read, understands, and agrees to be bound by the terms of this Memorandum of Understanding, and is authorized to sign on behalf of the party he or she represents.

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

  
 \_\_\_\_\_  
 Education MN/Red Wing  
 President

\_\_\_\_\_  
 Chief District Negotiator

  
 \_\_\_\_\_  
 Chief EMRW Negotiator

Dated: \_\_\_\_\_

Dated: 1/25/25