

Memorandum of Understanding

This Agreement is entered into between Royalton Education Minnesota and Independent School District No. 485.

WHEREAS, the Union and the District are parties to a collective bargaining agreement governing the terms and conditions of employment for teachers employed by the District, pursuant to the Public Employment Labor Relations Act ("PELRA"), Minn. Stat. §179A.01.

WHEREAS, Independent School District No. 485, Royalton, and Royalton Education Minnesota (REM) agree to the following Memorandum of Understanding (MOU) to the 2025-2027 REM Contract:

1. In regards to Article IX, Extra Compensation, Section 2, paragraph 1-**change language from:**

"Employees hired before the 2023-2024 school year do not qualify for longevity pay unless they have completed at least 8 years of service in the district. Those who have reached their seventeenth (17th) year on the salary scale will receive a stipend of \$1200.00 each year. Once they have reached their twenty-first (21st) year on the salary scale, they will receive a stipend of \$1500.00 each year."

Change Language to:

"Employees hired before the 2023-2024 school year do not qualify for longevity pay unless they have completed at least 8 years of service in the district. Those who have reached their seventeenth (17th) year on the salary scale will receive a stipend of \$1200.00 each year. Once they have reached their twentieth (20th) year on the salary scale, they will receive a stipend of \$1500.00 each year."

2. In regards to Article X, Group Insurance, Section 1, paragraph 3-**change language from:**

"Any employee hired after July 1, 2022 who is a participant in the district's group health plan shall be given a \$250.00 matching contribution into their Health Savings Account each year, which needs to be elected during the open enrollment period."

Change Language to:

"Any employee hired after July 1, 2022 who is a participant in the district's group health plan shall be given a \$250.00 matching contribution into their Health Savings Account each year, which needs to be elected during their initial enrollment and/or open enrollment period."

3. In regards to Article VII, Conditions of Employment, Section 8, Line 13-**change language from:**

“The LSN will also receive one (1) comp day in lieu of having a daily prep time.”

Change language to:

“ The LSN will also receive one (1) comp day in lieu of having a daily prep time. The principal in each building will determine whether the guidance counselor and social worker will have a prep time or one (1) comp day in lieu of a prep time. The decision will be made by September 1, and the decision will remain in effect for the duration of the school year.”

IN WITNESS WHEREOF, the parties have executed this MOU as follows:

FOR: The DISTRICT Signed this _____ day of _____

School Board Chair

FOR: The EXCLUSIVE REPRESENTATIVE Signed this _____ day of _____

REM Union President