

Memorandum of Understanding (MOU)
Extended Leave of Absence for Jill Rohan

WHEREAS, Section 10.3 of the 2019-21 Master Agreement (“Agreement”) between Independent School District #256 (“School District”) and Education Minnesota Red Wing (“Association”) outlines provisions regarding Extended Leaves of Absences (“ELAs”) for teachers;

WHEREAS, Section 10.3, Subd.9. stipulates that “teachers must submit a signed letter to the Superintendent requesting an extended leave of absence without pay detailing the purpose and timing of the leave. The request must be submitted by February 1 for a leave taking effect at the beginning of the following school year....”

WHEREAS, another school district hired Jill Rohan (“Rohan”) as an administrator for the 2021-22 school year;

WHEREAS, Rohan, a Special Education Teacher in the School District during the 2020-21 school year, submitted a request for a 3-year ELA;

WHEREAS, the School District does not need to hire a replacement for Rohan’s vacated position at this time;

WHEREAS, the Rohan’s new administrative position was made available after the February 1 deadline for submitting ELA requests; and

WHEREAS, all parties desire to grant an ELA for Rohan.

NOW, THEREFORE, the parties agree to the following:

1. The deadline established in Section 10.3, Subd.9 for submitting ELA requests is waived for Rohan;
2. The ELA request submitted by Rohan is approved;
3. This Memorandum of Understanding will not affect any terms or conditions of the current contract, will not be construed as an admission of liability by any party, and will not be used as evidence of any past practice or precedent with respect to the implementation of ELAs for any other employee.

JILL ROHAN

Dated this ____ day of

_____, 2021.

FOR THE ASSOCIATION

President

Dated this ____ day of

_____, 2021.

FOR THE SCHOOL DISTRICT

School Board Clerk (indicating approval by the School Board)

Dated this ____ day of

_____, 2021.
