



**Maple Lake Public Schools**  
**Independent School District No. 881**  
200 HWY 55 E, Maple Lake, MN, 55358  
High School: 320-963-3171 Fax: 320-963-3170  
Elementary: 320-963-3024 Fax: 320-963-6584  
**[www.maplelake.k12.mn.us](http://www.maplelake.k12.mn.us)**

**Mike Rowe**  
Superintendent  
**Dave Hansen**  
High School Principal  
**Kris Harlan**  
Elementary Principal  
**Tana Fobbe**  
Community Education  
**Dan Krause**  
Activities Director

## **Memorandum of Understanding Regarding Teacher Workshop Day Hours**

This Memorandum of Understanding (MOU) is entered into on this **22nd day of April, 2025**, by and between the **Maple Lake Public Schools** ("District") and the **Maple Lake Federation of Teachers** ("Association").

### **Purpose:**

The purpose of this MOU is to establish the agreed-upon working hours for teachers on designated Teacher Workshop Days during the **2025–2026 school year**.

### **Agreement:**

The District and the Association agree to the following terms regarding Teacher Workshop Days:

1. On the following designated **Teacher Workshop Days**, teachers shall be required to report for duty from **7:45 a.m. to 3:30 p.m.** A **duty-free lunch** will be provided from **11:45 a.m. to 12:15 p.m.:**
  - o **September 19, 2025** – Paid individual daily rate.
  - o **October 31, 2025** – Paid individual daily rate.
  - o **January 2, 2026** – *Staff does not report.*
  - o **February 13, 2026** – Paid individual daily rate.
  - o **April 24, 2026** – Paid individual daily rate.
  - o **May 15, 2026** – Contractual day.
2. No additional professional responsibilities or duties shall be assigned to teachers outside of this time frame on these dates.
3. This agreement applies solely to the dates listed above and does not set a precedent for other non-instructional days.
4. If a staff member does not report for duty due to sick leave or personal leave, they will **not qualify for the daily rate incentive**.

### **Term of Agreement:**

This MOU shall remain in effect for the **2025–2026 school year**, unless modified or extended by mutual written agreement of both parties.

**Mike Rowe**, Superintendent  
Maple Lake Public Schools  
Date: \_\_\_\_\_

**Jeff Kubian**, Lead Negotiator  
Maple Lake Federation of Teachers  
Date: \_\_\_\_\_