

MEMORANDUM OF UNDERSTANDING

Between

Bagley Education Association, Local 7011

And

Independent School District No. 162, Bagley, MN

This Memorandum of Understanding (MOU) is entered into by and between Independent School District No.162, Bagley (“School District”) and Bagley Education Association, Local 7011 (“Union”).

WHEREAS, the School District and the Association are parties to a collective bargaining agreement (hereinafter referred to as the “CBA”) for the time period from July 1, 2025 to June 30, 2027; and

WHEREAS, the School District and the Union are parties to a Master Agreement governing the terms and conditions of employment for teachers;

WHEREAS, Article V of the Master Agreement set forth the salaries of teachers employed by the School District; and

WHEREAS, Article XVIII, Section D of the Master Agreement set forth the compensation of teachers employed for extra-curricular duties by the School District; and

WHEREAS, the School District and the Union mutually desire to enter into this MOU to resolve any issues related to the addition of a mock trial coach position.

NOW THEREFORE, be it resolved; that for the 2025-2026 school year, the following language supplements the language in the collective bargaining agreement between the parties for the teacher filling the position of mock trial coach.

- 1) Both parties agree to add the extra-curricular position of mock trial coach for the 2025-2026 school year.
- 2) The position of mock trial coach will be compensated at Level VI found on the 2024-2025 Extra-curricular Salary Schedule.
- 3) Once a successor 2025-2027 Master Agreement is ratified by both parties, this position’s salary will be paid according to the 2025-2027 Master Agreement’s Appendix E-1 2025-2026 Extra-Curricular Salary Schedule with retro pay if the salary was paid prior to the 2025-2027 Master Agreement ratification.

The parties further agree:

This MOU may be modified, revised, extended, or renewed by mutual written consent of all parties, by the issuance of a written amendment, signed and dated by all parties.

This agreement addresses the 2025-2027 collective bargaining agreement only and sets no precedent, nor shall it be introduced by either party in any proceeding as evidence of a past practice. This Memorandum of Understanding does not constitute a reopening of the CBA or negotiations.

By signing below, each party specifically acknowledges that it has read this Agreement and that it understands and voluntarily agrees to be legally bound by all terms of this Agreement.

Aricka Marsh, President
Bagley Education Association, Local 7011
Date:

Erich Heise, Superintendent
Bagley Public School Dist. No.162
Date: