

**Memorandum of Understanding
Between Edina Public Schools and Education Minnesota/Edina
Phased Retirement for Teachers – Extension of Pilot Program Through 2025-2026**

This Memorandum of Understanding (“MOU”) is made by and between Independent School District No. 273, Edina Public Schools (“District”) and Education Minnesota/Edina (“EM/E”).

WHEREAS, the EM/E is the exclusive representative of teachers employed by the District;

WHEREAS, the District and EME/E entered into a one-year agreement to pilot a phased retirement program during the 2024-2025 school year;

WHEREAS, the District and EM/E agree that a second pilot year is needed to fully evaluate the phased retirement program;

THEREFORE, the District and EM/E agree as follows:

1. To extend the Phased Retirement Pilot Program through the 2025-2026 school year.
2. To be eligible to apply for Phased Retirement, an EM/E teacher must: 1) have a 1.0 FTE assignment; 2) have reached at least fifty (50) years of age prior to August 1, 2025; and 3) have provided at least fifteen (15) years of teaching service for Edina Public Schools.
3. Teachers selected for the Phased Retirement program will work eight (8) hours per day (inclusive of a duty free 30-minute lunch period) for the number of days provided for in next paragraph. If a teacher is unable to work an assigned duty day, then they will make up that duty day on another date as determined by their supervisor.
4. Phased Retirement teachers will not be required to perform work outside of their duty day.
5. A Phased Retirement teacher’s required number of duty days will be calculated as follows: BA Lane/Step 1 salary divided by Phased Teacher’s Lane/Step salary multiplied by 184 and rounded to the next whole number. Using the 2023-2024 salary schedule as an example, a Phased Teacher on MA60/Step 19 would work 84 days based on this formula ($\$47,950/\$104,753 \times 184 = 84.22$ and rounded to 84 days).
6. Phased Retirement Teachers will be paid a 1.0 FTE salary based on BA/Step 1 if they work all of their required duty days.
7. The District and the Phased Retirement teacher will contribute to the Minnesota Teachers Retirement Association (TRA) as required by TRA. A Phased Retirement teacher who is eligible for an Employer Contribution Towards Hospitalization-Medical Insurance as outlined in section 2.13.1 of the EM/E contract will begin receiving this benefit upon entering the Phased Retirement program. Teachers hired after July 1, 2011 will receive health insurance equal to fifty (50) percent of the District contribution while working as a Phased Retirement teacher. A Phased Retirement teacher will receive a two (2) percent District match towards the District’s 403(b) plan). A Phased Retirement teacher who retires and is eligible for the Early Retirement Incentive Payments found in Sections 2.12 and 2.13 of the Agreement will receive such payments based on their FTE, step and lane placement in 2024-2025. No other benefit provisions of the Agreement apply to a Phased Retirement teacher.
8. Teachers who meet these initial eligibility requirements and are interested in working in a Phased Retirement teaching position during the 2025-2026 school year must apply no later

than January 17, 2025. Application materials will be available in the Human Resources Department.

9. All teachers that apply by the January 17, 2025 deadline, and meet the above eligibility requirements, will receive an interview for the Phased Retirement teaching program.
10. The selection of Phased Retirement teachers, and the number of Phased Retirement teachers, and the assignments for Phased Retirement teachers, will be determined at the discretion of the District.
11. Teachers selected for the Phased Retirement program will be required to resign a portion of their 1.0 FTE teaching position. The exact portion to be resigned will be determined using the same formula set out for calculating required duty days. Using the example in paragraph five above, the teacher would need to resign from 0.54 FTE of their 1.0 FTE position (calculated using two decimal places, 84 days divided by 184 days equates to 0.46 FTE).
12. If the District is unable to hire a suitable replacement for a Phased Retirement teacher at the entry lane and step of the salary schedule, then the District has the right to return the Phased Retirement teacher to a 1.0 FTE teaching assignment. Eligible teachers who are not selected for the Phased Retirement program will have the option for early retirement benefits as outlined in sections 2.12 and 2.13 of the Agreement as if they had informed the District of their intent to retire by February 1, 2025.
13. If the District ends the Phased Retirement program following the 2025-2026 pilot, then all 2025-2026 Phased Retirement teachers will have the right to return to a 1.0 FTE teaching position for the 2026-2027 school year.
14. The District makes no claims about the impact the Phased Retirement program will have on a Phased Retirement teacher's years of service, eligibility, pension amounts, or any part of their pension through TRA. A Phased Retirement teacher is solely responsible for making such determinations with TRA and monitoring their duty days to ensure they receive the service credit they desire.
15. Nothing in this MOU may be deemed to establish an interpretation of the Agreement between the District and EM/E, a precedent, a practice, or to alter any established interpretation, precedent, or practice arising out of or relating to the Agreement between the District and EM/E. Neither party may submit this MOU in any proceeding as evidence of a contract interpretation, precedent, or practice. This MOU does not alter any managerial rights that the District has in absence of this MOU. This MOU is not grievable.
16. Unless extended in writing by both parties, this MOU automatically sunsets on June 30, 2026.

EM/E and the District are in agreement with the above language as evidenced by their representatives' signatures below.

Representative for:
Education Minnesota/Edina

ISD 273, Edina Public Schools

President

School Board Chair

Date

Date