

## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") is entered into by and between Independent school District No 485 ("District") and Royalton Education Minnesota ("Union").

WHEREAS, the Union and the District are parties to a collective bargaining agreement ("CBA") governing the negotiated terms and conditions of employment for teachers in the District;

WHEREAS, during the 2025-2026 school year, the Union and District have both agreed to allow for e-learning days as allowed in MN state Statute 120A.414;

WHEREAS, the parties are entering into this MOA to ensure that no misunderstandings arise.

Now, THEREFORE, IN CONSIDERATION OF the mutual promises contained in this MOA and other consideration, the sufficiency of which is acknowledged, the parties agree as follows:

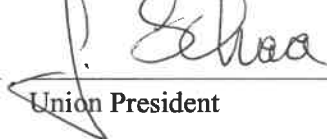
1. TERM. The MOA will automatically expire and terminate on June 30, 2026. The MOA may be extended beyond this date, with mutual agreement between the Union and the District.
2. DECLARATION OF E-LEARNING DAYS. In the event of inclement weather, the superintendent can call for an e-learning day. The first inclement weather day will be a snow day with the calling of a teacher professional development day at the discretion of the superintendent.

Upon the calling of an e-learning day, the formal notification by the superintendent will alert principals, staff and families to an e-learning day no later than 5:00am the day of the e-learning day. Teachers will be available to students and parents either by phone or email during the school day.

3. ENTIRE AGREEMENT. No changes to this MOA are valid unless they are in writing and signed by both parties.

IN WITNESS WHEREOF, the parties have entered into this MOA on the dates shown below.

ROYALTON EDUCATION MINNESOTA

Date: 9/2/25   
Union President

INDEPENDENT SCHOOL DISTRICT NO. 485

Date: \_\_\_\_\_  
School Board Co-Chair

Date: \_\_\_\_\_  
School Board Clerk