

SOUTH KOOCHICHING-RAINY RIVER DISTRICT #363
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**LETTER OF AGREEMENT
ADDRESSING COMPENSATION OF COACHES AND CO-CURRICULAR
ADVISORS DURING THE 2020-2021 SCHOOL YEAR**

This Letter of Agreement is entered into by and between the South Koochiching Rainy River School District No. 363, Northome, Minnesota (hereinafter referred to as the "School District") and the South Koochiching Rainy River Education Association (hereinafter referred to as the "Association").

RECITALS:

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, 2019 to June 30, 2021; and

WHEREAS, Schedule C of the CBA provides a salary schedule for teachers who also serve as advisors of co-curricular activities and/or athletic coaches in various high school and middle school sports; and

WHEREAS, on March 13, 2020, the Governor of the State of Minnesota declared a peacetime emergency in response to the COVID-19 pandemic; and

WHEREAS, pursuant to Emergency Executive Order 20-02, the Governor of the State of Minnesota ordered the closure of all public school buildings in the State of Minnesota through March 27, 2020 in order to provide time for schools to plan adequately for continuity of education during the COVID-19 pandemic; and

WHEREAS, pursuant to Emergency Executive Order 20-19, the Governor of the State of Minnesota ordered the continued closure of all public school buildings and facilities beginning on March 30, 2020 through May 4, 2020; and

WHEREAS, pursuant to Emergency Executive Order 20-41, the Governor of the State of Minnesota extended the closure of all public school buildings for the remainder of the 2019-2020 school year; and

WHEREAS, on April 23, 2020, the Minnesota State High School League (“MSHSL”) announced the cancellation of all sports and MSHSL activities for the remainder of the 2019-20 school year, including, but not limited to, practices, tryouts, scrimmages, contests and competitions as well as post-season tournaments; and

WHEREAS, the School District and the Association acknowledge that the peacetime emergency in the State of Minnesota could extend into the 2020-2021 school year and adversely effect the School District’s ability to offer MSHSL sports, other extra-curricular activities, and co-curricular activities; and

WHEREAS, the School District and the Association now desire to address the potential impact of the continuation of the peacetime emergency during the 2020-2021 school year by establishing clear parameters for the compensation of coaches and advisors of co-curricular activities in the event any MSHSL sport, other extra-curricular activity, and co-curricular activity is cancelled, suspended, or shortened.

NOW, THEREFORE, in consideration of the promises and agreements hereinafter set forth, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. ***ProRata Compensation:***

Advisors participating in the MSHSL Fall Training Season for Volleyball, Football, Baseball, Boys and Girls Golf, Girls Softball, and Boys/Girls Track and Field will receive 25% of their full stipend after the completion of their 12-day training season and 75% of their full stipend upon completion of their season as directed per the MSHSL.

-If MSHSL sanctioned fall/winter sports (Boys and Girls Basketball, Cross Country) are cancelled, suspended or shortened, advisors participating will receive 25% of their stipend after the completion of 12 participation days. The remainder of their salary will be rendered on a prorata basis.

-In the event any MSHSL sport (Volleyball, Football, Baseball, Softball, Track and Field, Golf and Basketball, Cross Country) is cancelled, an advisor that has coached the sport the year prior and is on contract for the current year, will receive 25% of their stipend in a good faith effort by the school district.

2. **Timing of Payment.** Each Association member subject to this Agreement shall receive a lump sum payment in the pro rata amount described herein not later than fifteen (15) days after the originally scheduled conclusion of the sports season or activity. The lump sum payment to each affected Association member shall be subject to the usual and customary deductions.

3. **Terms of this Letter of Agreement; Modification.** This Letter of Agreement shall commence on the date the parties fully execute it and shall remain in effect until June 30, 2021. This Letter of Agreement may be modified by mutual written agreement between the parties hereto.

4. **No Past Practice.** By entering into this Letter of Agreement, the parties acknowledge and agree that the actions taken by the School District in this Letter of Agreement shall not constitute, nor be interpreted as, a past practice.

5. **No Reopening of Negotiations.** This Letter of Agreement does not constitute a reopening of the CBA or negotiations.

**INDEPENDENT SCHOOL DISTRICT
NO. _____**

Dated: _____, 2020

By: _____
Board Chair

By: _____
Clerk

SKRREA
INSERT NAME OF UNION

Dated: Sept. 2, 2020

By: Katrine Bender President

By: James [Signature]