

# 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 of the Master Agreement set forth the special and student teaching assignments of teachers employed by the School District; and

**WHEREAS**, the School District and the Union are parties to a Master Agreement governing the terms and conditions of employment for teachers that voluntarily agree to complete non-teaching duties; and

**WHEREAS**, the School District and the Union mutually desire to enter into this MOU to resolve any issues related to the time commitment and compensation for a teacher that volunteers to work non-teaching duties for the School District: and

**NOW, THEREFORE**, the School District and the Union agree to the following:

- 1) In addition to the non-teaching duties listed in Article XVIII, Section C, the following non-teaching duties will be compensated at the identified rate of pay:
  - a. Football Chains and Down Marker - \$52.00
  - b. Volleyball Line Judges - \$52.00
  - c. Cross Country Marshall - \$52.00
  - d. Operator of Varsity & Junior Varsity Football Scoreboard - \$52.00
  - e. Announcer for Prom - \$52.00
- 2) The above compensation will be fully retroactive to July 1, 2025.
- 3) This MOU is in effect for the 2025-2026 contract year and will continue until a successor agreement is reached.

- 4) Both parties agree to incorporate the identified non-teaching duties in this MOU and their compensation into the successor agreement.

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: