

SSP Update -- ESST
Wednesday, October 2, 2024 4:00 p.m.

School Office Conference Room
207 Pioneer Drive
Wrenshall, MN 55797

1. EARNED SICK AND SAFE TIME DISCUSSION

ESST Updates with SSP

02 October 2024 / 4:00 PM / CONFERENCE ROOM

Attendees

Eric Ankrum, Lauren Borg, Kelli Perrault

Agenda

1. Address any questions pertaining to ESST legislative changes
2. Present MOU to SSP
3. Decide next meeting if applicable

Notes

Action Items



Wrenshall Public Schools

Superintendent- Jeff Pesta
Principal- Michelle Blanchard

October XX, 2024

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) by and between [Independent School District 100] (“Employer”) and [Education Minnesota - Wrenshall] (“SSP”), collectively referred to hereinafter as “the parties” is entered into on this XX Day of Octobe, 2024. This MOU sets forth the terms that the Parties have agreed upon to temporarily facilitate legislative updates for Earned Sick and Safe Time (ESST) due to take effect January 1, 2025.

Whereas, the Parties recognize the value of synchronizing human resources logistics at the start of a new school year with the pending legislative changes:

1. The intent of the MOU is to supplement the current Collective Bargaining Agreement (CBA) to address legislative changes due to take effect within the term of the current CBA.

Article VIII. Leaves of Absence

Section 2. Earned Sick and Safe Time (ESST):

Subd. 6. All sick leave earned prior to January 1, 2024, will be administered in accordance with the Collective Bargaining Agreement (CBA) in place on that date.

Subd. 7. All sick leave and ESST leave accrued after January 1, 2024, will be collectively administered by the District in accordance with modified statutory guidelines for ESST due to take effect January 1, 2025. As of September 1, 2024, employees may submit the appropriate leave request identifying whether they are electing to use ESST or other leave balances accrued within the CBA. All leave accounts within in the CBA will continue to accrue individually, while the guidelines for the use of accrued leave post-September 1, 2024 will solely follow ESST rules and requirements.

Subd. 8. Severance Clause: If any provision of Article VIII. is held to be invalid by operation of law to include Minnesota Statutes, section

181.9447, the remainder of the contract shall not be affected thereby and shall remain in full force and effect.

Duration. This MOU is non-precedent setting and is governed by the underlying terms and conditions of the current CBA between the Parties. Nothing in this Agreement shall constitute a waiver or modification of any provision of the CBA unless expressly identified as such. This MOU will sunset on June 30, 2025, unless the Parties agree to extend in writing.

For the Employer:

For the Union

Dated

Dated
