

**MEMORANDUM OF AGREEMENT
SUBSTITUTING FOR COLLEAGUES DURING PREP**

This Memorandum of Agreement ("MOA") is entered into by and between Brainerd Public Schools - ISD 181, (hereafter "District") and Education Minnesota Brainerd, Local 697 Education Minnesota AFT/NEA, AFL-CIO (hereafter "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 who are employed by the District;

WHEREAS, the COVID-19 pandemic has caused staffing shortages and the District would like to offer retention incentives to respond to and address this problem; and

WHEREAS, the District is willing to agree to pay a recruitment and retention stipend during the 2021-22 school year to eligible teachers within the payments and eligibility criteria below.

NOW, THEREFORE, the Union and the District agree as follows:

1. Beginning on November 1, 2021, teachers are eligible for a stipend of \$10 for each time he or she substitutes for another colleague during his or her assigned preparation period. This payment will be in addition to the hourly rate payable under the CBA.
2. Payment of the stipend will be calculated based on the number of times a teacher substituted for a colleague during the pay period/month and will be added to their paycheck.

This MOA is separate from and not part of the CBA. As a result, this MOA is not subject to the grievance process. This MOA does not establish any precedent or practice that will continue after June 30, 2022. No Party may present or rely on this MOA as establishing any precedent or practice extending beyond June 30, 2022.

This MOA will expire on June 30, 2022.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Agreement as follows:

EMB, Local 697 Representative:


Misty Jobe, EMB President 12/22/21
Date

ISD 181 Representatives:


Superintendent Laine D Larson 12/22/21
Date


Ruth Nelson, Board Chair 12/22/2021
Date

**MEMORANDUM OF AGREEMENT
TARGETED SERVICES/CREDIT RECOVERY RECRUITMENT AND RETENTION
ONE-TIME STIPEND**

This Memorandum of Agreement ("MOA") is entered into by and between Brainerd Public Schools - ISD 181, (hereafter "District") and Education Minnesota Brainerd, Local 697 Education Minnesota AFT/NEA, AFL-CIO (hereafter "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 who are employed by the District;

WHEREAS, the COVID-19 pandemic has caused staffing shortages and the District would like to offer retention incentives to respond to and address this problem; and

WHEREAS, the District is willing to agree, on a one-time basis, to pay a recruitment and retention stipend during the 2021-22 school year to eligible teachers within the payments and eligibility criteria below.

NOW, THEREFORE, the Union and the District agree to an additional stipend for certified staff participating in Targeted Services/Credit Recovery if the following conditions are met:


1. Teachers are eligible for a one-time recruitment and retention stipend in the amount of \$360 for the 2021-22 school year upon completion of Targeted Services/Credit Recovery Session #1 being held January 4 - March 3, 2022 **OR** Session #2 held from March 21 - May 20, 2022 with less than two absences during the session schedule. This stipend will be paid in addition to the hourly rate indicated in the CBA.
2. In the event a teacher works and complete both sessions, with less than two absences per session, are eligible to receive a recruitment and retention stipend in the amount of \$468 following the completion of Session #2 in addition to the hourly rate indicated in the CBA. As credit recovery has three sessions, if a teacher works all three sessions, the stipend amount of \$468 will be payable for Session #2 and Session #3.
3. Stipends will be paid in addition to the Targeted Services hourly rate as follows:
 - a. April 20, 2022 for Targeted Services Session #1
 - b. June 20, 2022 for Targeted Services Session #2, #3

This MOA is separate from and not part of the CBA. As a result, this MOA is not subject to the grievance process. This MOA does not establish any precedent or practice that will continue after June 30, 2022. No Party may present or rely on this MOA as establishing any precedency or practice extending beyond June 30, 2022.

This MOA will expire on June 30, 2022.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Agreement as follows:

EMB, Local 697 Representative:


Misty Jobe, EMB President 12/22/21
Date

ISD 181 Representatives:


Superintendent Laine D Larson 12/22/21
Date


Ruth Nelson, Board Chair

12/21/2022 RN
Date 12/22/2021



Brainerd Public Schools

Opportunity. Innovation. Success.

MEMORANDUM OF AGREEMENT ONE-TIME ADDITIONAL PAID HOLIDAY

This Memorandum of Agreement ("MOA") is entered into by and between Brainerd Public Schools - ISD 181, (hereafter "District") and Education Minnesota Brainerd, Local 697 Education Minnesota AFT/NEA, AFL-CIO (hereafter "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 who are employed by the District;

WHEREAS, the COVID-19 pandemic has caused additional workplace stress and the District would like to offer an additional paid holiday to respond to and address this problem; and

WHEREAS, the District is willing to agree, on a one-time basis, to provide an additional paid holiday during the 2021-22 school year to eligible teachers within the eligibility criteria below.

NOW, THEREFORE, the Union and the District agree as follows for all regular employees within this union:

1. An additional paid holiday will be applied for April 18, 2022 for all employees still actively working,
2. Employees must be in paid status the day prior or the day following the paid holiday to be eligible.

This MOA is separate from and not part of the CBA. As a result, this MOA is not subject to the grievance process. This MOA does not establish any precedent or practice that will continue after June 30, 2022. No Party may present or rely on this MOA as establishing any precedent or practice extending beyond June 30, 2022.

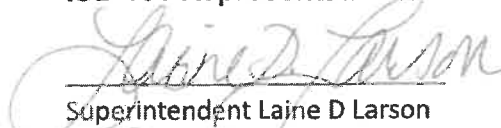



This MOA will expire on June 30, 2022.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Agreement as follows:

EMB, Local 697 Representative:


 Misty Jobe, EMB President 12/22/21
 Date

ISD 181 Representatives:

 Superintendent Laine D Larson	 Date
 Ruth Nelson, Board Chair	 Date

**MEMORANDUM OF AGREEMENT
LONGEVITY ONE-TIME STIPEND**

This Memorandum of Agreement ("MOA") is entered into by and between Brainerd Public Schools - ISD 181, (hereafter "District") and Education Minnesota Brainerd, Local 697 Education Minnesota AFT/NEA, AFL-CIO (hereafter "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 who are employed by the District;

WHEREAS, the COVID-19 pandemic has caused staffing shortages and the District would like to offer retention incentives to respond to and address this problem; and

WHEREAS, the District is willing to agree, on a one-time basis, to pay a longevity and retention stipend during the 2021-22 school year to eligible teachers within the payments and eligibility criteria below.

NOW, THEREFORE, the Union and the District agree as follows for all regular employees::

1. All current, regular employees that were employed in the 2020-21 school year, hired not later than December 15, 2020; and remained active in the 2021-22 school year as of December 15, 2021 will receive a \$1,000 stipend: \$500 will be paid at the end of January 2022; and \$500 will be paid in early July 2022 with continued employment through June 3, 2022.
2. All current, regular employees that began employment in the 2021-22 school year with a snapshot date of December 15, 2021 will receive a \$500 stipend: \$250 will be paid at the end of January 2022; and \$250 will be paid in early July 2022.
3. Employees that have a regular schedule but hold less than 1.0 FTE, will receive a prorated stipend based on their FTE and length of service as identified above.

This MOA is separate from and not part of the CBA. As a result, this MOA is not subject to the grievance process. This MOA does not establish any precedent or practice that will continue after June 30, 2022. No Party may present or rely on this MOA as establishing any precedent or practice extending beyond June 30, 2022.

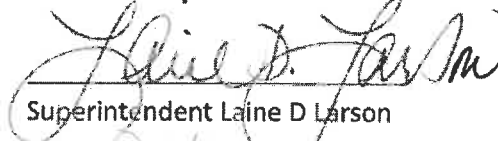
This MOA will expire on June 30, 2022.


IN WITNESS WHEREOF, the parties have executed this Memorandum of Agreement as follows:

EMB, Local 697 Representative:


Misty Jobe, EMB President 12/22/21
Date

ISD 181 Representatives:


Superintendent Laine D Larson 12/22/21
Date


Ruth Nelson, Board Chair 12/22/2021
Date