

REVISED MEMORANDUM OF UNDERSTANDING:

July 1, 2017

An agreement between: Independent School District 47, Sauk Rapids-Rice
and Victoria Groethe

Subject: Hiring / Rehiring of Retired Teachers

HIRING/REHIRING OF RETIRED TEACHERS

Section 1. Licensure: Retired teachers who are hired/rehired by the School District must be appropriately licensed in the subject matter that they will be hired to teach.

Section 2. Probationary Period: The probationary period of retired teachers who are hired/rehired by the School District shall be a minimum of one (1) consecutive school year of service. During the probationary period, the School District shall have the unqualified right to suspend, discharge, or otherwise discipline a previously retired teacher.

Section 3. Layoff and Recall: Retired teachers who are hired/rehired by the School District shall have no seniority or bumping rights.

Section 4. Compensation: Retired teachers who are hired/rehired by the School District shall be compensated as the parties may agree. By mutual agreement between Victoria Groethe and the ISD 47 Board of Education, Victoria Groethe will be reemployed to serve as a 1.0 FTE Music Teacher for the 2017-2018 school year. In addition, she shall be placed on MA, Step 5 for a total salary of \$50,580. She will also be eligible for 13.0 discretionary days. Per discussions and agreement, Victoria will also be eligible for health, life, and disability insurance.

Section 5. Benefits: Retired teachers who are hired/rehired by the School District shall be provided benefits and leaves as determined by the Master Agreement.

Section 6. Applicable Sections of the Master Agreement: Retired teachers who are hired/rehired by the School District shall be covered by the following articles of the Master Agreement:

- ARTICLE I, PURPOSE,
- ARTICLE II, DEFINITIONS,
- ARTICLE III, RECOGNITION OF EXCLUSIVE REPRESENTATIVE,
- ARTICLE IV, SCHOOL DISTRICT RIGHTS,
- ARTICLE V, TEACHER RIGHTS,
- ARTICLE XXVI, DISCIPLINE,
- ARTICLE XXXI, DURATION.

Section 7. Sections of the Master Agreement Not Applicable: Retired teachers who are hired/rehired by the School District shall not be eligible for the following articles of the Master Agreement:

- ARTICLE VI, BASIC SALARY SCHEDULES,
- ARTICLE IX, LEAVES OF ABSENCE,
- ARTICLE XIV, UNREQUESTED LEAVE OF ABSENCE.

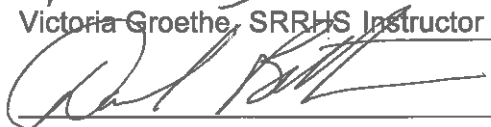
Section 8. Hours of Service, Duty Day, Duty Week, and Duty Year: The hours of service, duty day, duty week, and duty year for retired teachers who are hired/rehired shall be as assigned by the School District and modified from time to time based upon the School District's needs.

DOCUMENT AUTHORIZATION IN WITNESS THEREOF, the parties hereto cause this Memorandum of Understanding to be signed by their authorized agents and their signatures to be placed hereon, all on the day and year as written.



Victoria Groethe, SRRHS Instructor

5-25-17
Date



Independent School District 47 Representative

5-26-17
Date