

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Burnsville Education Association (hereinafter referred to as the Union), representing the Teachers of the School District as follows:

1. The School District and Union are parties to a collective bargaining agreement governing Teachers for the period July 1, 2023 through June 30, 2025.
2. In order to assure there is no confusion over what immediate family members are included in Article VIII, Section 4: Bereavement Absence, a teacher may seek clarification from the Executive Director of Human Resources.
3. The Executive Director of Human Resources will make the determination whether the individual is included under the language in place or an exception needs to occur.
4. At the 2025-2027 round of negotiations, the Executive Director of Human Resources will report the number and the nature of the requests made for an exemption or clarification of the language.
5. The decision of the Executive Director of Human Resources is final and not subject to the grievance process.

This MEMORANDUM OF UNDERSTANDING shall be in effect July 1, 2023 through June 30, 2025.

Burnsville Education Association
Burnsville, MN 55337

Independent School Dist. 191
200 West Burnsville Parkway
Burnsville, MN 55337

Union Representative

Employer Representative

Dated: _____

Dated: _____