

MEMORANDUM OF AGREEMENT: HIRING INCENTIVE

This Memorandum of Agreement ("MOA") is entered into by and between Meeker and Wright Special Education Cooperative Joint Powers District No. 938 ("District") and the Meeker and Wright Special Education Cooperative Education Association ("Union").

WHEREAS, the Union is the exclusive representative of "teachers" who employed by the District;

WHEREAS, the Union and the District are parties to a collective bargaining agreement ("CBA") governing the negotiated terms and conditions of employment for "teachers," as defined under the Public Employment Labor Relations Act;

WHEREAS, labor shortages have made it difficult for the District to attract and hire licensed teachers, including, but not limited to, general education teachers, special education teachers, school psychologists, and occupational therapists; and

WHEREAS, the parties are entering into this MOA to establish a hiring incentive for licensed teachers;

NOW, THEREFORE, IN CONSIDERATION OF the mutual promises contained in this MOA, the Union and the District agree as follows:

1. **Hiring Incentive.** The District may pay a hiring incentive to licensed teachers who accept employment and begin providing services for the District after July 1, 2025. The total, gross amount of the hiring incentive paid to any new hire may not exceed five thousand dollars and zero cents (\$5,000.00). If the District chooses to pay a hiring incentive to a new hire, the District will pay the hiring incentive in three roughly equal installments; paying one of the three installments per school year over a three-year period. For a teacher hired to start at the beginning of the 2025-2026 school year, the first installment payment will be made on or before December 31, 2025; the second installment payment will be made on or before December, 2026; and the third installment payment will be made on or before December 31, 2027. For a teacher hired to start at the beginning of the 2026-2027 school year, the first installment payment will be made on or before December 31, 2026; the second installment payment will be made on or before December 31, 2027; and the third installment payment will be made on or before December 31, 2028. For any teacher hired mid-year, the district will establish the dates of the three installment payments on a case-by-case basis, paying one of the three installments per school year over a three-year period. A teacher must continue to be actively employed by the District in order to be eligible to receive an installment payment on the dates specified above. All installment payments are taxable as income and are subject to regular payroll deductions and withholdings.

2. **Term.** This MOA takes effect on July 1, 2025. The District may not offer a hiring incentive to any licensed teacher who is hired after June 30, 2027, unless the parties enter into a new MOA.

3. **No Precedent or Practice.** Nothing in this MOA may be deemed to establish a precedent or practice or to alter any established precedent or practice arising out of or relating to the CBA. The parties agree that this MOA is not a wage reopener.

4. **Entire Agreement.** This MOA reflects the entire agreement between the parties relating to payment of a hiring incentive. No party has relied on any statements or promises that are not set forth in this document or the CBA. No changes in this MOA are valid unless they are in writing and signed by both parties.

MAWSECO ASSOCIATION

Dec 4, 2025
Date: _____


[Karla Rick \(Dec 4, 2025 14:29:21 CST\)](#)

Union Representative

MAWSECO COOPERATIVE JOINT POWERS DISTRICT NO. 938

Dec 4, 2025
Date: _____


[Jessica Johnson \(Dec 4, 2025 16:34:16 CST\)](#)

Board Chair

Dec 8, 2025
Date: _____


[Cindy Miller \(Dec 8, 2025 06:19:07 CST\)](#)

Board Clerk

2025-2027 MOA - Hiring Incentive (Education MN)

Final Audit Report

2025-12-08

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