

MEMORANDUM OF AGREEMENT: RETENTION INCENTIVE

This Memorandum of Agreement ("MOA") is entered into by and between Meeker and Wright Special Education Cooperative, Joint Powers District No. 938 ("MAWSECO") 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 with a two-year term that began on July 1, 2025 and ends on June 30, 2027;

WHEREAS, labor shortages have made it difficult for the District to attract and hire licensed special education teachers in the Journeys and Trek programs; and

WHEREAS, the parties are entering into this MOA to establish a retention incentive for licensed special education teachers in the Journeys and Trek programs;

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

1. Calculation and Payment of Retention Incentives. MAWSECO will pay an annual retention incentive to eligible Trek and Journeys special education teachers during the 2025-2026 and 2026-2027 school years. The incentive will be prorated by full-time equivalent (FTE) based on a contract period of 182 work days. MAWSECO will pay the retention incentive to eligible employees in equal installments during the teacher's year of service teaching in the Trek or Journeys program according to the following schedule. This incentive is in addition to all other compensation received per the current CBA.

<u>Employment Year in Trek or Journeys</u>	<u>Annual Incentive</u>
1st-3rd	\$ 5,000
4th-6th	\$ 7,500
Starting 7th+ Year	\$10,000

2. Eligibility for Retention Incentives. To be eligible for the full incentive, an employee must have started working for MAWSECO as a special education teacher in the Trek or Journeys program on or before September 1, 2025 for the 2025-2026 school year and on or before September 1, 2026 for the 2026-2027 school year, and must be employed in good standing as of the time of each installment. An employee is in good standing unless the employee has given notice of resignation, has been suspended without pay, or has received written notice of termination or discharge. Retention incentives are taxable income.

3. Term. This MOA takes effect on July 1, 2025 and expires on June 30, 2027. The District may not offer a retention incentive to any special education teacher after June 30,

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2027, unless the parties enter into a new MOA.

4. No Precedent or Practice. This MOA is separate from, and not a part of, the CBA. 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 and does not open the CBA to further negotiation until it expires.

5. Entire Agreement and Legal Effect of Copies. This MOA reflects the entire agreement and understanding of the parties relating to retention and hiring incentives. No party has relied upon any statement or promise that is not in this MOA. This MOA supersedes any inconsistent or conflicting provisions in any other document or agreement. No changes to this MOA are valid unless they are in writing and signed by duly authorized representatives from both parties. A copy of this MOA has the same legal effect as the original.

MAWSECO ASSOCIATION

Dec 4, 2025
Date: _____


[Karla Rick \(Dec 4, 2025 14:28:56 CST\)](#)

Union Representative

MAWSECO COOPERATIVE JOINT POWERS DISTRICT NO. 938

Dec 4, 2025
Date: _____


[Jessica Johnson \(Dec 4, 2025 16:34:43 CST\)](#)

Board Chair

Dec 8, 2025
Date: _____


[Cindy Miller \(Dec 8, 2025 06:18:04 CST\)](#)

Board Clerk

2025-2027 MOA - Journeys and Trek Retention Incentive (Education MN)

Final Audit Report

2025-12-08

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