MEMORANDUM OF UNDERSTANDING
Between Independent School District 14 and Fridley Education Association

Effective Dates: September 1, 2026 – June 9, 2026

1. Purpose
This Memorandum of Understanding (MOU) is entered into by and between Independent School District 14 (hereinafter referred to as "the District") and the Fridley Education Association. The purpose of this MOU is to outline the parameters under which Kim Gardner provides DAPE services to students for the 2026-27 school year at Stevenson Elementary, as needed.

2. Terms of Agreement
Kim Gardner will provide DAPE services to students at Stevenson Elementary during her lunch and/or afternoon prep, on an as needed basis. She will submit timecards for time worked.

3. Precedent
This Memorandum of Understanding shall not serve as a precedent for similar circumstances in the future. It is intended to address a specific and unique situation and shall not be interpreted as modifying or extending rights beyond the scope of this agreement.

4. Acknowledgement of Final Agreement
It is specifically understood and agreed that acceptance of the terms set forth in this Memorandum constitutes a full, final, and complete agreement between the parties. This MOU shall not be construed as an admission of liability, wrongdoing, or fault by any party.

There are no covenants, representations, promises, or undertakings outside of this Memorandum other than those expressly stated herein. This agreement supersedes any prior discussions or understandings on this matter.

5. Signatures
IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding as of the dates written below:

For Fridley Public Schools
Signature: Brenda Lewis
Name: Brenda Lewis, Ph.D.
Title: Superintendent
Date: 9-14-26

Signature: P. L. B.
Name: Phillip Boyd
Title: President - FEA
Date: 9.18.26