

MEMORANDUM OF UNDERSTANDING

WHEREAS, the River Bend Education Minnesota Local No. 4860 ("Union") represents Non-licensed at the beginning of the 2025-27 school year in the River Bend Education District ("District"); and

WHEREAS, the District and the Union have entered into a collective bargaining agreement effective July 1, 2025, through June 30, 2026 ("Master Agreement"); and

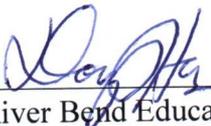
WHEREAS, the Master Agreement does not superficially address Non-licensed staff and their probationary period which was an oversight between the 2023-25 and the 2025-2027 contract language.

WHEREAS, there needs to be a written agreement that the Non-licensed staff work under the six (6)-month probationary period and during that probationary period the PTO time will be prorated on a monthly basis. The remainder of their annual PTO allotment shall be awarded following the completion of their probationary period.

NOW, THEREFORE, the parties stipulate and agree as follows:

1. Non-licensed staff will be under a 6-month probationary period.
2. During the probationary period the Non-licensed staff will be granted PTO time on a prorated monthly basis.
3. At the end of the probationary period the remainder of their annual allotment of PTO shall be awarded.

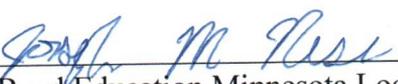
IN WITNESS WHEREOF, the parties have caused this Memorandum of Understanding to be executed this 28 day of October 2025.



River Bend Education District Executive Director

10/28/2025

Date



River Bend Education Minnesota Local No. 4860
President

10/28/2025

Date