

Minutes of Special Meeting

The Board of Directors
Roseau Public School

A special meeting of the Board of Directors of Roseau Public School was held Thursday, April 2, 2026, at 7:00 AM in the board room.

<https://youtube.com/live/5YcNI1y5ZEA?feature=share>

1. Call to Order at 7:32 AM
2. Roll Call
 1. Roll Call: Thor Didrikson, Neal Vatnsdal, Pete Kvien, Jodee Haugen, Heather Magnusson, David Simmons
 2. Administration: Tom Jerome
3. Approval of Agenda
 1. A motion was made by Neal Vatnsdal, seconded by Jodee Haugen and UC that, BE IT RESOLVED the Board of Education approve the agenda of the April 2, 2026 special board meeting as presented/amended.
4. Early Retirement Incentive
5. Proposed Resolutions April 2, 2026
 1. A motion was made by Heather Magnusson and seconded by David Simmons that, BE IT RESOLVED the Board of Education of District 682 approve the Early Retirement Incentive Plan MOA as discussed. The following voted in favor thereof: Didrikson, Vatnsdal, Magnusson, Simmons and Haugen and the following voted against: Kvien.
6. Adjournment: 7:39 AM

Signed _____
Jodee Haugen, Clerk

Signed _____
Thor Didrikson, Chairman

**MEMORANDUM OF AGREEMENT:
EARLY RETIREMENT INCENTIVE PLAN**

This Memorandum of Agreement (“MOA”) is entered into by and between Independent School District No. 682 (“District”) and the Roseau Teachers Association (“Union”).

WHEREAS, the Union and the District are parties to a collective bargaining agreement (“CBA”) governing the negotiated terms and conditions for teachers employed by the District; and

WHEREAS, the District would like to offer eligible teachers a one-time early retirement incentive that would be in addition to any retirement benefits, insurance benefits, or severance provided under the 2025-2027 CBA between the District and the Union; and

WHEREAS, the District’s reasons for offering a one-time early retirement incentive are to protect jobs, to provide greater stability in the workplace, to improve staff morale, and to improve the District’s financial status;

NOW, THEREFORE, the District and the Union agree as follows:

1. Eligibility. To be eligible for the severance payment provided under this MOA, a teacher must meet all of the following requirements:
 - a. On or before 4:00 p.m. on April 10th, 2026, the teacher must use the attached form to apply for the severance payment and to submit an irrevocable notice of retirement, effective June 30, 2026, to the District’s Superintendent.
 - b. The teacher must have at least thirty (30) years of teaching service in the District.
 - c. The teacher must be licensed, in good standing, and a member of the teachers’ collective bargaining unit through June 30, 2026. A teacher who is discharged for cause or who resigns after receiving notice that the District intends to initiate termination or discharge proceedings, is not in good standing for purposes of this MOA.
2. Severance Payment. On or before June 30th 2026, the District will make a one-time payment in the amount of twenty thousand dollars and zero cents (\$20,000) to each eligible teacher’s 403(b) account as a non-elective employer contribution. This payment is subject to applicable IRS contribution limits. This payment will be considered accumulated severance for purposes of Minnesota Statutes section 356.24, subdivision 3(g) and is in addition to any severance, retirement, insurance, or other benefits described in the CBA.
3. Limitation. The District’s obligation to make the payment described in the preceding paragraph of this MOA is subject to all Federal and State laws. If the payment under this MOA plus the amount of any severance under the CBA (excluding payments for

accumulated PTO, if any) exceeds the teacher's annual pay for 2025-2026, the payment under this MOA will be reduced in compliance with Minnesota Statutes section 465.72 so that the total amount of severance does not exceed the teacher's annual pay for 2025-2026.

4. No Future Employment. Teachers who accept the benefit provided under this MOA may not apply for full-time employment with the District in the future.
5. Sunset. This MOA provides a "one-time" benefit and will sunset on June 30, 2026.
6. Separate from CBA and No Precedent. 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 between the District and the Union. Neither the District nor the Union may refer to this MOA or submit it in any proceeding or case as evidence of a precedent or practice.
7. Entire Agreement. This MOA constitutes the entire agreement between the parties related to the early retirement incentive provided under this MOA. Neither party has relied on any statements, promises, or representations that are not stated in this MOA. The terms of this MOA supersede any and all prior agreements between the parties related to the early retirement incentive provided under this MOA. No amendments or modifications of this MOA will be valid unless they are in writing and signed by both parties. A copy of this MOA will have the same legal effect as the original.

IN WITNESS WHEREOF, the parties have voluntarily entered into this MOA on the dates shown by their signatures. This MOA will not become effective unless and until it is approved by the District's School Board and is signed by both parties.

ROSEAU TEACHERS ASSOCIATION

Union President

Date: _____

INDEPENDENT SCHOOL DISTRICT NO. 682

School Board Chair

Date: _____

School Board Clerk

Date: _____