

Chisholm School District School Board Meeting Agenda

Monday, April 14, 2025 at 5:00 PM
Addendum to the Regular Meeting
Chisholm School Board Room

I. Action Agenda

A. Motion to approve the Memorandum of Understanding between Chisholm Independent School District #695 and Education Minnesota Chisholm for the purpose of establishing a one-time retirement incentive for eligible teachers with an expiration date of July 1, 2025. 2

Attachments:

2025 EdMN MOU Retirement Incentive 2

MEMORANDUM OF UNDERSTANDING

Between Chisholm Independent School District #695 and Education Minnesota Chisholm

This Memorandum of Understanding (“MOU”) is entered into by and between **Chisholm Independent School District #695** (“the District”) and **Education Minnesota Chisholm** (“the Union”) for the purpose of establishing a one-time retirement incentive for eligible teachers.

1. Purpose

The purpose of this MOU is to provide a one-time financial incentive to eligible teachers who choose to retire prior to July 1, 2025.

2. Eligibility Criteria

To qualify for this one-time retirement incentive, a teacher must meet all of the following conditions:

- Be a current employee of Chisholm Independent School District #695 at the time of retirement.
- Be at least **55 years of age** at the time of retirement.
- Have completed **a minimum of 15 years of service** in the District.
- Submit written notification of retirement with an effective date **on or before June 30, 2025**.
- Submit a letter of retirement to the Superintendent by May 6, 2025.

3. Incentive

Eligible teachers who meet the above criteria shall receive a **one-time payment of \$20,000** deposited into their **Health Savings Account** within 90 days of board action confirming retirement.

4. Waiver of Notice Requirement

For the purposes of this agreement only, the District agrees to **waive the standard 90-day notice requirement** for retirement as outlined in the collective bargaining agreement or district policy.

5. Irrevocability of Retirement

Once a teacher’s retirement is **approved by the School Board**, it shall be **irrevocable**.

6. Duration of Agreement

This agreement is **effective upon the date of signature** by both parties and shall **expire on July 1, 2025**.

7. Entire Agreement

This MOU constitutes the entire agreement between the parties regarding the subject matter herein and shall not be modified except by written mutual agreement.

For Chisholm Independent School District #695

By: _____

Name: _____

Title: _____

Date: _____

For Education Minnesota Chisholm

By: _____

Name: _____

Title: _____

Date: _____