

**MEMORANDUM OF UNDERSTANDING**  
for 2021-2022 and 2022-2023

This Memorandum of Understanding is entered into between Independent School District No. 716, Belle Plaine, Minnesota (hereinafter referred to as the "School District") and the Belle Plaine Education Support Professionals Association (hereinafter referred to as the "BPESPA").

WHEREAS, the District and the BPESPA are parties to a collective bargaining agreement ("Master Contract") governing terms and conditions of employment for all persons in the appropriate units included in the BPESPA contract; and

WHEREAS, as of October 18<sup>th</sup>, 2021, the 2021-23 Master Contract has been ratified; and

WHEREAS, the District and the BPESPA wish to modify the Tier III Holiday to the following days:

**Thanksgiving Day, Christmas Eve, Christmas Day, New Year's Eve and New Year's Day**

These Holidays will be the same as within the 2019-2021 Master Contract.

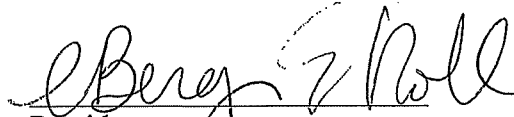
Any disagreement regarding the terms or application of this MOU shall be resolved through the grievance procedure in the CBA.

5. This MOU will allow Holidays for Tier III employees to be the same as the previous contract.

By signing below, each party specifically acknowledges that it has read, understands, and agrees to be bound by all of the terms of this Agreement.

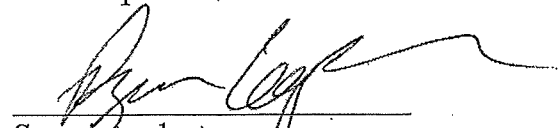
For the Union:

Dated: 11/16/21

  
\_\_\_\_\_  
President

For Independent School District No. 716:

Dated: 11.9.2021

  
\_\_\_\_\_  
Superintendent