

**MEMORANDUM OF UNDERSTANDING  
COMPENSATION OF COACHES AND CO-CURRICULAR  
ADVISORS DURING THE 2020-21 SCHOOL YEAR**

This Memorandum of Understanding is entered into by and between Independent School District No. 659 (hereinafter referred to as the “School District”) and the Northfield Education Association (hereinafter referred to as the “Association”).

**WHEREAS**, the School District and the Association are parties to a collective bargaining agreement (hereinafter referred to as the “CBA”) for the time period from July 1, 2019 to June 30, 2021; and

**WHEREAS**, Schedule C of the CBA provides a salary schedule for teachers who also serve as advisors of co-curricular activities and/or athletic coaches in various high school and middle school sports; and

**WHEREAS**, the School District and the Association acknowledge that the peacetime emergency in the State of Minnesota could extend into the 2020-2021 school year and adversely affect the School District’s ability to offer MSHSL sports, other extra-curricular activities, and co-curricular activities; and

**NOW, THEREFORE**, the parties hereto agree as follows:

1. **Compensation:** In the event any MSHSL sport, other extracurricular activity or co-curricular activity is cancelled, suspended, or shortened during the 2020-2021 school year, advisors and coaches of affected activities will be compensated as follows:

- If the student participation period is at least 80% of what would be considered a regular season by the Minnesota State High School League, coaches and advisors will be paid as if it were a full season.
- If the student participation period is less than 80%, the following payment structure will apply:
  - 15% of the compensation will be paid for preparation work done for head coaches outside of the student participation period.
  - 10% of the compensation will be paid for preparation work done for assistant coaches outside of the student participation period.
  - “Hourly” coaches are not entitled to any compensation for work done outside of the student participating period.
  - The remaining portion of the compensation will be paid on a pro-rata basis for the portion of the activity completed beginning with the student start date to the last day of regular student participation, excluding any tournament play.

**[NOTE: THE PARTIES WILL NEED TO REVIEW THE LENGTH OF THE APPLICABLE ACTIVITY SEASON(S) AND THEIR CBAs TO DETERMINE THE PRO RATA AMOUNTS].**

2. **Timing of Payment.** Advisors and coaches subject to this Agreement shall receive payment in the amount described herein per current contract.

3. ***Terms of this Memorandum of Understanding; Modification.*** This Memorandum of Understanding shall commence on the date the parties fully execute it and shall remain in effect until June 30, 2021. This Memorandum of Understanding may be modified by mutual written agreement between the parties hereto.

4. ***No Past Practice.*** By entering into this Memorandum of Understanding, the parties acknowledge and agree that the actions taken by the School District and the actions taken by the local union in this Memorandum of Understanding shall not constitute, nor be interpreted as, a past practice.

For the District:

For the Union

Dated:

Dated: