

Memorandum of Understanding

Between the
Cass Education Association
and the
Cass School District 63 Board of Education

This Memorandum of Understanding (MOU) is entered into by and between the Cass School District 63 Board of Education (Board) and the Cass Education Association (CEA) (collectively, the "Parties").

Whereas, Cass Junior High School teacher Lauren Holder has a unique personal situation which caused her to request having her employment reduced to a 0.8 full-time equivalent position, rather than seek a part-time position in another school district; and

Whereas, this voluntary reduction in time causes no loss of opportunity for students and creates no negative impact on the school schedule; and

Whereas, Cass School District 63 is able to accommodate this request for the 2025-26 school year to the mutual benefit of both the teacher and the district; and

Whereas, it is understood by Lauren Holder and the CEA that her compensation will be proportionately reduced to an 0.8 FTE position for the 2025-26 school year and any subsequent years this MOU remains in place; and

Whereas, Lauren Holder's seniority will be accrued at the 0.8 FTE rate, and as allowed per any applicable statute or current language in the Collective Bargaining Agreement, for the time this voluntary reduction of time is in effect; and

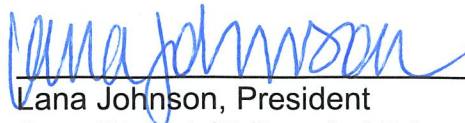
Whereas, it is understood that the need to move this back to a full-time 1.0 FTE position will be reviewed on an annual basis and determined no later than March 1 of each subsequent school year that this specific 0.8 FTE position is maintained.

Therefore, the Board and CEA agree that the 0.8 FTE position for teacher Lauren Holder is acceptable at the times and hours agreed upon for the 2025-26 school year, according to the terms included herein.

Agreed upon on this Tuesday, May 20, 2025.



Scott Kondraschow, President
Cass Education Association



Lana Johnson, President
Cass District 63 Board of Education