

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
PELICAN RAPIDS PUBLIC SCHOOLS, ISD 548  
AND  
PELICAN RAPIDS EDUCATION ASSOCIATION (PREA)**

**WHEREAS**, Pelican Rapids Education Association is the certified exclusive representative for teachers at Pelican Rapids Public Schools, ISD 548,

**WHEREAS**, There exists a Labor Agreement between Pelican Rapids Public Schools, ISD 548, and Pelican Rapids Education Association, relating to the teachers covered by said Labor Agreement in effect from July 1, 2023, through June 30, 2025,

**WHEREAS**, DOUG BRUGGEMAN is employed at Pelican Rapids Public Schools as a Teacher and has been employed since 1992 in a full-time teaching position, and

**WHEREAS**, The Pelican Rapids Public Schools has offered DOUG BRUGGEMAN employment as Interim Dean of Students for the 2024-2025 school year from July 1, 2024 to June 30, 2025, a temporary position created during a time of administrative transition, and DOUG BRUGGEMAN has accepted the offer of employment, and

**WHEREAS**, DOUG BRUGGEMAN and the Pelican Rapids Public Schools wish to preserve DOUG BRUGGEMAN'S right to return to a teaching position at the expiration of his one-year term as Temporary Interim Dean of Students; therefore,

**BE IT HEREBY RESOLVED**, That the parties agree to the following:

1. DOUG BRUGGEMAN shall be entitled to exercise the right to return to a full-time teaching position at the end of his/her assignment as Interim Dean of Students and shall retain his/her seniority and continuing contract rights as a teacher.
2. DOUG BRUGGEMAN must exercise his/her right to return to a teaching position within ten (10) calendar days of the end of his/her assignment as Interim Dean of Students, by giving written notice to the Superintendent of Schools. If DOUG BRUGGEMAN fails to give such notice, he/she will be considered to have resigned and will forfeit his/her teaching position.
3. DOUG BRUGGEMAN is not guaranteed reassignment to the same classroom should he/she return to a teaching position but will retain all other rights under the Labor Agreement referenced above upon his/her return.
4. DOUG BRUGGEMAN understands that at the end of his/her assignment as Interim Dean of Students on June 30, 2025 she/he will return to a teaching position provided she/he gives the appropriate notice described above in paragraph 2. The Interim Dean of Students position is a temporary position and DOUG BRUGGEMAN has no ongoing rights to such

position (and will not receive Unrequested Leave of Absence (ULA) process or notice in order to end the temporary assignment on June 30, 2026.

ON BEHALF OF PELICAN RAPIDS PUBLIC SCHOOLS

\_\_\_\_\_  
Brian Korf, Superintendent

Date: \_\_\_\_\_

\_\_\_\_\_  
Jon Karger, Board Chair

Date: \_\_\_\_\_

ON BEHALF OF PELICAN RAPIDS EDUCATION ASSOCIATION (PREA),

\_\_\_\_\_  
\_\_\_\_\_, PREA President

Date: \_\_\_\_\_

\_\_\_\_\_  
DOUG BRUGGEMAN

Date: \_\_\_\_\_