

**MEMORANDUM OF AGREEMENT
READ ACT STIPEND**

BETWEEN

Independent School District #833 (hereinafter referred to as "District")

AND

United Teachers of South Washington County (hereinafter referred to as "Union")

WHEREAS the District and Union are parties to a collective bargaining agreement (CBA) for the period from July 1, 2024, through June 30, 2025; and,

WHEREAS the District and Union desire to address the time commitment, compensation, schedule, location of training, and deadlines for teachers required to complete the state of Minnesota mandated READ Act training; and,

WHEREAS teachers will participate in one of three trainings;

1. Center for Applied Research and Educational Improvement Advancing Language and Literacy (hereinafter referred to as "CAREIALL"), or
2. Online Language & Literacy Academy (hereinafter referred to as "OL&LA"), or
3. Adolescent Literacy Solutions ("ALS").

WHEREAS the total anticipated number of hours of training required for is 45-54 hours; for OL&LA and "ALS" and 63-67 hours for "CAREIALL".

NOW THEREFORE, be it resolved that the parties agree to the following:

1. Eligibility

The Union and District will establish a list of eligible teachers, who must:

- a. Hold a license issued by the Professional Educator Licensing and Standards Board; and,
- b. Be employed by the District between August 23, 2024 and June 6, 2025; and,
- c. Be required by the District to complete approved training in accordance with District Policy 626.

2. Compensation earned for READ Act training

Teachers will earn compensation as follows:

- a. District Approved Training
 - i. Teachers that complete District-approved training during the contracted duty day (as provided in the 2024-25 district calendar) will be compensated at the teacher's daily rate of pay as per the 2023-2025 collective bargaining agreement. A stipend of \$240 will be paid to teachers who successfully complete CAREIALL.

- b. A payment of \$325 will be made after providing evidence of successful completion of a training listed below.
 - i. Previous completion while employed at SoWashCo Schools of 3rd Edition Language Essentials for Teachers of Reading and Spelling ("LETRS"):
 - 1. Transcript Option
 - a. $\geq 80\%$ on Units 1-4
 - b. $\geq 80\%$ on Units 5-8
 - 2. Certificate Option
 - a. $\geq 80\%$ on Each Unit Certificate
 - 3. 2024-25 Expectation
 - a. Teachers who have previously taken 3rd Edition LETRS training before the READ Act training being offered, need not retake the asynchronous learning portion of the training if participants submit a documentation of demonstrated competency as described above.
 - b. All staff, regardless of previous completion of LETRS, will be expected to participate in the synchronous cohort learning portion of the training plan (on professional development days).
 - ii. CORE: OL&LA and ALS
 - 1. Copy of Certificate of Completion
 - iii. CAREIALL
 - 1. Attendees who demonstrate competence upon completion (combination of certificates and attendance) will be verified by TLS and the list will be given to Payroll for processing of the READ Act stipend.

Teacher Leaders are not eligible for the stipends in letters a and b above. Teacher Leaders will be compensated per the language provided in the 2023-2025 Collective Bargaining Agreement.

3. Proof of completion

Attendees who demonstrate competence upon completion will be verified by TLS through attendance and certificate verification.

4. Failure to comply with the READ Act

Compliance with the Minnesota READ Act is mandatory for both the District and SoWashCo teachers. Failure by the District to comply with these requirements may result in action taken by the Minnesota Department of Education.

Failure by a teacher to comply with the training requirements as outlined in District Policy 626, could result in discipline pursuant to Article 18 of the CBA.

5. Effective Date and Duration

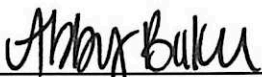
This MOU shall continue in effect until June 30, 2025 or until all those teachers who participated in the Read Act Training during the 2024-25 school year have completed their training and received their payments.

NOW THEREFORE, be it further resolved that the parties agree to the following:

Impact on Precedent. Nothing in this MOU may be deemed to establish a precedent or practice or to alter any established precedent or practice arising out of or relating to the CBA between the District and the Union. Neither the District nor the Union may refer to this MOU or submit it in any proceeding or case as evidence of a precedent or practice.

Entire Agreement. This MOU constitutes the entire agreement between the parties related to compensation for teachers for completing READ Act training. Neither party has relied on any statements, promises, or representations that are not stated in this MOU. The terms of this MOU constitute the entire agreement between the parties and supersede any prior written or oral, or other agreement, statement, or practice between the parties relating to the subject matter of this MOU. No changes to this MOU will be valid unless they are in writing and signed by both parties. A copy of this MOU will have the same legal effect as the original.

IN WITNESS WHEREOF, the parties have voluntarily entered into this MOU on the dates shown by their signatures. This MOU will not become effective unless and until it is approved by the District's School Board and is signed by both parties.



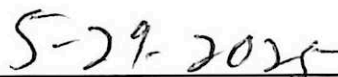
For the District



For the Union



Dated



Dated