MEMORANDUM OF UNDERSTANDING
BETWEEN
Independent School District No. 13 (hereinafter referred to as "District")
AND
Education Minnesota, Local 710 (hereinafter referred to as "Union")

WHEREAS the District and Union are parties to a collective bargaining agreement (CBA) for the period from July 1, 2025, through June 30, 2026; 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 the District and Union have agreed that teachers will participate in Online Language & Literacy Academy (OL & LA) or LETRS for Early Childhood (LETRS for EC) and,

WHEREAS the total anticipated number of hours of training required for OL & LA is 50 hours and LETRS for Early Childhood is 34 hours;

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

1. Eligibility

By the end of first quarter, the Union and District will establish a list of eligible teachers, who:

a. Must hold a license issued by the Professional Educator Licensing and Standards Board; and,
b. Must be employed by the District between July 2024 and June 30, 2026; and,
c. Must be required by the District to complete approved training described under Minn. Stat. § 120B.123, subdivision 5.
d. Has not already received compensation through the READ Act MOU for the 2024-2025 school year.

2. Compensation earned for READ Act training

Teachers will earn compensation as follows:

Teachers will be paid at the professional rate ($40/hr) after successful completion of the full training as outlined below.

- OL & LA: Payment of $2,000 (50 hours) will be paid for eligible teachers after successful completion of OL & LA
- LETRS for EC: Payment of $1,360 (34 hours) will be paid for eligible teachers after successful completion of LETRS for EC.

3. Credit Recognition

Teachers who elect to be paid through the compensation agreement listed under part 2, are not eligible to apply graduate credits from OL & LA and LETRS for EC training toward a lane change. Credit recognition will be in accordance with the Teacher Master Agreement.

4. Proof of completion and payment timeline

In all cases, teachers shall submit proof of training completion by uploading the certificate showing completion with 80% or higher, to PowerSchool. If you have any questions, contact the Director of Teaching and Learning. Teachers shall make a log of their specific hours and days in which they completed the training outside the duty day and document such hours/days on a timesheet to be submitted to Teaching and Learning.

5. Failure to comply with the READ Act

Compliance with the Minnesota READ Act (Minn. Stat. § 120B.123) is mandatory for both the District and eligible teachers. Failure by the District to comply with these requirements may result in action taken by the Minnesota Department of Education. Failure by an eligible teacher to comply with the training requirements may result in a teacher being out of compliance with READ Act requirements related to reading instruction in accordance with state statute and could result in discipline pursuant to progressive discipline per the Master Agreement.

6. Effective Date and Duration

This MOU shall continue in effect until June 30, 2026.

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.

Date 6/18/25
Zena Stenvik, Superintendent

Daniel E. Honigs Date 6/18/2025
Daniel Honigs, Local #710 President

Date 6/24/2025
Mary Granlund, School Board Chair