

MEMORANDUM OF UNDERSTANDING
FOR VOLUNTARY PREKINDERGARTEN PROGRAM

Whereas, Independent School District No. 13, Columbia Heights Public Schools ("School District") and the Columbia Heights Federation of Teachers, Local #710 ("Local 710") have entered into a collective bargaining agreement for the 2025-2027 school years; and

Whereas, the Minnesota legislature enacted Minn. Stat. 124D.151 providing funding for a voluntary prekindergarten program effective for the 2025-2026 and 2026-2027 school years; and

Whereas, one of the program components to qualify for program approval and the aid allocated for approved programs is that the School District must provide voluntary prekindergarten instructional staff salaries comparable to the salaries of local kindergarten through grade 12 instructional staff; and

Whereas, the School District submitted an application for program approval from the Minnesota Department of Education, which application was approved; and

Whereas, to qualify for the program the School District must satisfy the salary requirement of Minn. Stat. § 124D.151, Subd. 2(5).

Now Therefore, the undersigned agree as follows.

1. Teachers assigned to work in the voluntary prekindergarten program shall be paid a salary comparable to the Master Agreement, Salary Schedule C, for the 2025-2026 and 2026-2027 school years, based upon the teacher's education and years of experience (up to 10 years of experience), as determined by the School District. Effective July 1, 2024, teachers hired to work in the voluntary prekindergarten program shall be paid a salary comparable to the Master Agreement, Salary Schedule C, for the 2025-2026 and 2026-2027 school years, based upon the teacher's education and years of experience (up to 17 years of experience), as determined by the School District. However, the affected teachers shall not be actually placed on the K-12 teacher Salary Schedule C.
2. The affected teachers shall retain their same seniority as currently on the ECFE teacher seniority list in the School District for the 2025-2026 and 2026-2027 school years and they shall not be placed on the K-12 teacher seniority list. Teachers covered under this MOU, who are hired for a K-12 teaching position will maintain their ECFE seniority date on the K-12 teacher seniority list.
3. The operations of Article V, Section 8, Subd. 5(k) shall be suspended while this Memorandum of Understanding is in effect and shall be restored when the Memorandum of Understanding expires.

4. This change in salary shall only remain in effect if and so long as the School District is eligible for state funding for a state-approved voluntary prekindergarten program.

_____ Date: _____
Daniel Honigs, Chief Negotiator/President Local 710

_____ Date: _____
Zena Stenvik, Superintendent