

## **MASTER AGREEMENT 2025-2027**

### **MEMORANDUM OF UNDERSTANDING**

#### **ECFE, PREK 3 AND PARENT EDUCATOR**

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

**Whereas**, ECFE teachers have previously been paid according to the Master Agreement ECFE Teachers’ Salary Schedule E;

**Whereas**, Columbia Heights Federation of Teachers, Local 710 (“Local 710”) have proposed having ECFE, PreK3 and Parent Educator Teacher receive the same salaries as teachers on the Master Agreement Salary Schedule A and C.

**Now Therefore**, the undersigned agree as follows.

1. Teachers assigned to work in ECFE, PreK 3 and Parent Educator programs shall be paid the salary from the Master Agreement, Salary Schedule A, for the 2025-2026 school year and Salary Schedule C for 2026-2027 school year, based upon the teacher’s education and years of experience as determined by the School District.
2. Salary Schedule E and any reference to Salary Schedule E shall be removed from the 2025-2027\_CBA;
3. The affected teachers shall retain their same seniority 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.
4. For ECFE, PreK 3 and Parent Educator teachers, hours of service, duty day, duty week and duty year shall be assigned and modified by the District based on the needs of the program.

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Daniel Honigs Chief Negotiator, Local 710

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

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Zena Stenvik, Superintendent

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