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**These are global group MOUs. Those referencing only one person or a small group of people are not included.*

MEMORANDUM OF UNDERSTANDING

BETWEEN

DISTRICT 622

AND

NORTH SAINT PAUL MAPLEWOOD OAKDALE EDUCATION ASSOCIATION

The following provisions shall govern online and blended learning.

Subd. 1. Teachers of online or blended courses shall have the same control of course development and be subject to the same requirements as teachers of traditional classes.

Subd. 2. Pre-approved time spent working on development of online course curriculum shall be paid at the curriculum writing rate as defined by Article 6, Section 5, Subd. 2 in the master contract.

Subd. 3. The District may, in its discretion, establish a maximum number of students for online or blended courses, in accordance with the District's class size guidelines.

Subd. 4. The assignment to online or blended courses being taught as a part of a teacher's regularly assigned FTE, shall be done on the same FTE ratio as for other courses, and such teachers shall be paid according to their regular contracted salary, in accordance with Appendices A-B of the master contract.

Subd. 5. Teachers who accept online or blended courses which are taught as an overage, i.e. over and above a 1.0 FTE shall be paid on a pro-rated bases according to the following schedule:

1-9 students for one trimester = .04 FTE

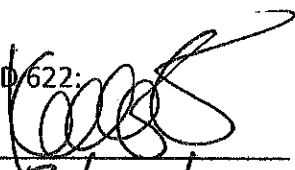
10 students and over for one trimester =.07 FTE

Subd. 6. In the event that issues related to online or blended learning arise, representatives of NSPMOEA and the district will meet to resolve such issues.

This MOU shall run concurrently with the master contract and have the same rights and obligations as the master contract.

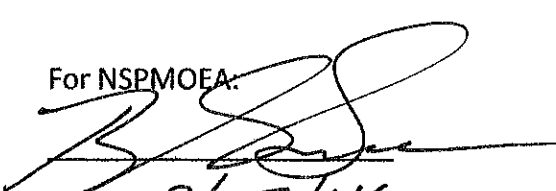
For ISD 622:

Date:


3/27/14

For NSPMOEA:

Date:


3/27/14

MEMORANDUM OF UNDERSTANDING
Between
District 622
and
North St. Paul-Maplewood-Oakdale Education Association

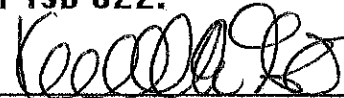
WHEREAS, District 622 and the North St. Paul-Maplewood-Oakdale Education Association are working together to provide the best possible environment for student learning, and

WHEREAS, the Association and the District would like to provide teachers the flexibility to take childcare leave of absences when needed, and

WHEREAS, both parties recognize that it is in the best interest of students to have continuity, and that when practical, teachers will attempt to take a childcare leave aligned with the start and end of a school year or natural breaks in the school year.

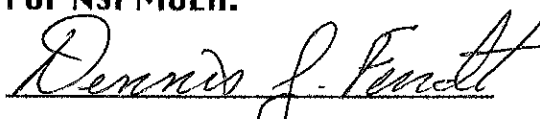
BE IT THEREFORE resolved that District 622 and the North St. Paul-Maplewood-Oakdale Education Association agree that childcare leave of absence start dates are designated by the requesting teacher with the teacher giving consideration to aligning the leave with natural breaks in the school year. Also agreed is that the three months of benefits begins when a childcare leave of absence commences. However, in the event that a teacher starts the school year working ten days or less, immediately followed by childcare leave, such days shall not count toward yearly sick leave allocation and the benefit months shall be September, October, and November.

For ISD 622:



Date: 11/4/04

For NSPMOEA:



Date: 11-4-04

MEMORANDUM OF UNDERSTANDING

Between

District 622

and

North St. Paul-Maplewood-Oakdale Education Association

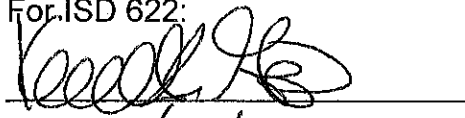
WHEREAS, District 622 and the North St. Paul-Maplewood-Oakdale Education Association are working together to provide the best possible environment for student learning, and

WHEREAS, the Association and the District would like to provide teachers the flexibility to take childcare leave of absences when needed, and

WHEREAS, both parties recognize that it is in the best interest of students to have continuity in their teachers, and that when practical, teachers will attempt to take a childcare leave aligned with the start and end of a school year or term break,

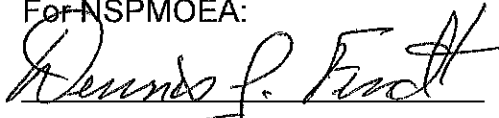
BE IT THEREFORE resolved that District 622 and the North St. Paul-Maplewood-Oakdale Education Association agree that a childcare leave of absence approximate ending date is indicated by the requesting teacher with the teacher giving consideration to aligning the leave with natural breaks when practical. The Director of Human Resources shall consult with the teacher regarding the ending date of the leave and may make moderate adjustments in the ending date so as to coincide with natural breaks in the school year. Such adjustments may include requiring that the return date be prior to the last 3 weeks of the contract year with consideration given to those who are five or fewer days short of a .75 FTE. Childcare leaves that conclude with the last contract day of the school year will not be adjusted. The total paid time during the school year in which the childcare leave is utilized, including sick leave time taken for delivery and recovery, must be equivalent to at least a .75 FTE in order for the teacher to continue all insurance benefits for the twelve months of that school year. If paid time is less than .75 FTE, then the insurance benefits will be restricted to paid time only. In all cases the three months medical insurance provided in Article IX, Section 10, Subd. 10 will apply.

For ISD 622:



Date: 5/31/05

For NSPMOEA:



Date: 5-31-05

MEMORANDUM OF UNDERSTANDING

Between

District 622

and

North St. Paul-Maplewood-Oakdale Education Association

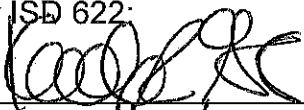
WHEREAS, District 622 and the North St. Paul-Maplewood-Oakdale Education Association would like to make it possible for teachers to take a Five Year Leave of Absence under Article IX (Leaves of Absence), Section 13 (Five Year Leave of Absence) and go directly into retirement without returning to work, and

WHEREAS, the Association would like for teachers to be able to receive severance pay under Article VII, Section 2, and

WHEREAS, District 622 would like to control costs associated with extending health insurance coverage for retirees further into the future.

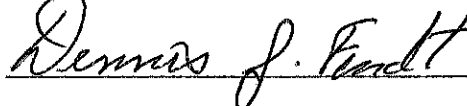
BE IT THEREFORE resolved that District 622 and the North St. Paul-Maplewood-Oakdale Education Association agree that teachers who take a Five Year Leave of Absence under Article IX (Leaves of Absence), Section 13 (Five Year Leave of Absence) and who wish to retire while on leave will be eligible for severance pay contrary to Article VII, Section 2, Subdivision 6. In exchange for this consideration, time spent on the Five Year Leave of Absence will be subtracted from the teachers 13 years of coverage under Article VII, Section 3, Subdivision 1. Those returning from a leave and working only part of the school year will also have time spent on the Five Year Leave of Absence subtracted from their 13 years of coverage under Article VII, Section 3, Subdivision 1. This memorandum of understanding will be in force from November 19, 2004 until an alternate agreement is signed in the next round of negotiations.

For ISD 622:



Date: 12/8/04

For NSPMOEA:



Date: 12-8-04

MEMORANDUM OF UNDERSTANDING

Between

District 622

and

North St. Paul-Maplewood-Oakdale Education Association

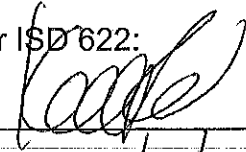
WHEREAS, District 622 and the North St. Paul-Maplewood-Oakdale Education Association understand that it is critical to provide professional learning when it is most effective in helping teachers achieve positive outcomes with students, and

WHEREAS, there is a need to move one of the Q-comp days to provide more timely staff development, and

WHEREAS, the Alternative Teacher Performance Pay System (ATPPS) Memorandum of Agreement must be altered to implement that plan.

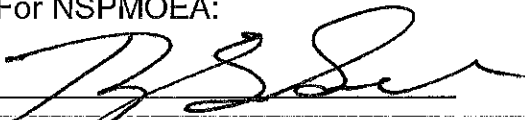
BE IT THEREFORE resolved that District 622 and the North St. Paul-Maplewood-Oakdale Education Association agree to move one of the Q-comp staff development days outlined in number 10 of the Alternative Teacher Performance Pay System (ATPPS) Memorandum of Agreement to October 7, 2016 for the 2016-17 school year. Teachers will be paid for one Q-comp day on the last payroll of September and October. This agreement is contingent upon approval of a school calendar for 2016-17 having one less student contact day and will sunset on June 30, 2017.

For ISD 622:



Date: 2/9/16

For NSPMOEA:



Date: 2-9-16

MEMORANDUM OF UNDERSTANDING

Between

Independent School District 622

And

North St. Paul – Maplewood – Oakdale Education Association

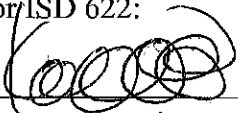
Whereas, the 2002 Legislature has adopted a revision to Minnesota Statutes that allows for the tax deferral of severance pay; and

Whereas, the exclusive representative and the School District recognize the tax advantages of this new option for both the employer and the employees.

Be it therefore resolved that the parties agree to the following:

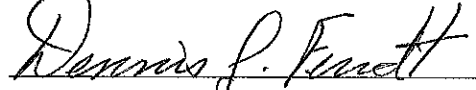
- A. Upon retirement, the School District will contribute an amount equal to the value of the employee's accrued severance pay, as determined under the collective bargaining agreement, into a severance account established by the employee exclusively for the purpose of receiving such payment (the "Severance Account"). Such account will be established at either National Insurance Services or Educators Financial Services, Inc..
- B. In the event the severance payment due exceeds the applicable IRS limits on annual additions in the year of retirement, payments shall be made to the Severance Account each successive January, not to exceed five successive years, until the total severance amount has been paid into the Severance Account.
- C. Severance payments paid after May 31, 2004 will be made in accordance with this Memorandum of Understanding.
- D. This is the full and complete agreement of the parties on this issue. There are no other oral or implied agreements.
- E. This agreement does not set any precedent for any future issue.

For ISD 622:



Date: 5/17/04

For NSPMOEA:



Date: 5-17-04

MEMORANDUM OF UNDERSTANDING

Between District 622 and

North St. Paul-Maplewood-Oakdale Education Association

WHEREAS, District 622 and the North St. Paul-Maplewood-Oakdale Education Association have reached an agreement covering how teachers will be paid for positions requiring a teaching license when teaching Targeted Services, Credit Recovery, Young Scholars' Camp, or Special Education Extended School Year programs outside of the regular student contact time and/or school year including during the summer, and

WHEREAS, both parties wish to stay within viable financial parameters so that these programs for at-risk students can continue to thrive, and

WHEREAS, both parties have identified related teacher pay issues they wish to resolve and also intend this MOA to resolve grievances previously filed and/or presented to the District relating to teacher pay during the summers of 2012 and 2013.

BE IT THEREFORE resolved that District 622 and the North St. Paul-Maplewood-Oakdale Education Association agree that this MOA resolves all current Targeted Services, Credit Recovery, and Young Scholars' Camp pay rate issues as follows: All licensed teachers, as defined in the Master Contract and teaching in positions requiring a teaching license, who teach Targeted Services, Credit Recovery, and Young Scholars' Camp outside of the regular student contact time and/or school year, including during the summer, shall be paid an hourly rate of \$28.00 effective retroactive to August 26, 2013. Teachers teaching Special Education Extended School Year in the summer will continue to receive \$39.45 per hour. In addition, all of these teachers shall also be paid these hourly rates for at least fifteen minutes of preparation time for each hour taught and if pre-approved by a supervisor, time for planning and start up prior to summer programs.

For teachers who taught in the Young Scholars' Camp a pay rate adjustment will be made retroactive to June 7, 2013 using the hourly rate of \$39.45. Effective August 26, 2013, any Teacher working Young Scholars' Camp will receive \$28.00 per hour.

Additionally, no teacher as a result of doing this work will enhance his or her status, rights, benefits or compensation under the master agreement. Both parties also agree to abide by the following revised language for Article VI Salary Schedules and Placement, Section 5, and recommend its inclusion in the next contract (new subdivision language is underlined).

Section 5. Summer School, Special Programs and Curriculum Writing:

Subd. 1. No teacher as a result of doing this work will enhance his or her status, rights, benefits or compensation under the master agreement. Consistent with Article X, Section 3, Subdivision 3,

any remuneration for a newly created position serving students and requiring a teaching license shall be set jointly by the Association and the School District prior to filling the position.

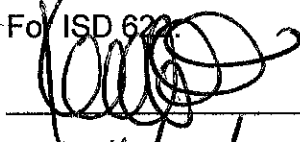
Subd. 2. Summer School: Effective 7/1/2013 for any additional or new future summer school programming the school district and the association will meet to determine the pay rate. Summer School shall consist of four hours of teaching and one hour of preparation in the building. The summer school daily rate of pay for the summer of 2012 shall be \$155.98. The summer school daily rate of pay for the summer of 2013 shall be \$157.78. The hourly rate shall be one fourth of the above rate. Summer school teachers may utilize their accumulated sick leave. All summer school teachers shall be employed by written letter of assignment including the amount to be paid. Summer school salary shall be paid on regular pay dates during summer school with the final check to be received no later than the first regular pay date following the close of Summer School.

Subd. 3. Special Programs

Payment for Targeted Services, Credit Recovery, and Young Scholars work either during the school year or during the summer shall be an hourly rate of \$28.00 per hour. These rates will be effective August 26, 2013. Teachers shall also be paid these hourly rates for at least fifteen minutes of preparation time for each hour taught and if pre-approved by a supervisor, time for planning and start up prior to summer programs. Teachers teaching Special Education Extended School Year in the summer will receive \$39.45 per hour. Summer programs teachers may utilize their accumulated sick leave and shall be paid on regular pay dates during the summer.

Subd. 4 Curriculum Writing: Payment for curriculum work of six hours per day shall be \$155.98 for the 2011-12 school year through the summer of 2012 and \$157.78 for the 2012-2013 school year and the 2013 Summer Session. The hourly rate shall be one sixth of the above rates. In the event that the teacher involved and the administration agree on the total number of hours involved in a project, the compensation may be based on a project basis.

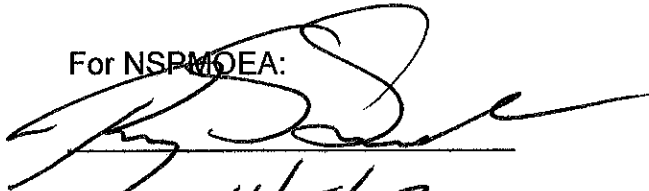
For ISD 622:



Date:

11/15/13

For NSP/DOEA:



Date:

11/15/13

**Memorandum of Understanding
Between
Independent School District 622
And
North St. Paul – Maplewood – Oakdale Education Association**

This Memorandum of Understanding ("MOU") is entered into between North St. Paul Maplewood Oakdale School District ("District") and NSPMOEA ("Union") regarding the use of Q Comp funds to support job-embedded professional learning opportunities during the 2026–2027 school year.

Whereas, due to changes to the ISD 622 Q Comp Plan over the past two years, rollover funds are available to support professional learning opportunities for teachers during the 2026–2027 school year. The parties agree to utilize a portion of these funds to support teacher observations and collaborative professional learning aligned with the goals of the District's Q Comp program.

Whereas, the parties agree that teachers approved by their building principal to participate in observation activities during their prep period shall be compensated at the Q Comp hourly rate of Fifty Dollars (\$50.00) per hour, compensation for observation time of less than one (1) hour shall be calculated by rounding to the nearest quarter based on a seven (7) minute increment and prorated based on the hourly rate of \$50.00. While the ideal observation experience should total one (1) full hour to match the teacher's prep period, any time less than a full hour will be prorated by the minute. For example, if an observation and the related reflection activities last for 50 minutes, the teacher shall receive a prorated payment of \$37.50, which they must explicitly record this hourly rate on their timesheet for payroll processing. Teachers who provide classroom coverage to facilitate another teacher's participation in an approved observation opportunity shall also be compensated at this same prorated Q Comp hourly rate, recording \$37.50 on their timesheet for a 50-minute coverage period. Only the teacher giving up their prep period is able to get compensation. The teacher being observed does not receive compensation.

Whereas, the parties agree that the following employees may participate in observation opportunities under this MOU:

- Non-tenured teachers observing veteran teachers; Tenured teachers in year one of a new position (including a new content area, grade level, or building);
- Mentor teachers accompanying mentees to conduct observations of veteran teachers;
- Teachers seeking to observe instructional practices in areas of professional interest, including but not limited to classroom management, curriculum, or instructional strategies

Whereas, the parties agree that participation in observation experiences shall be mandatory for non-tenured teachers, with a requirement of at least one (1) observation per school year and a recommended expectation of one (1) observation per trimester. The first two observations may be completed in collaboration with another teacher, mentor, content specialist, Building Instructional Leader (BIL), or administrator to support professional reflection and discussion regarding instructional practices observed. Subsequent observations may be completed independently with prior approval from the building principal.

Whereas, the parties agree that mentor teachers shall not receive additional compensation for observing their assigned mentees, as such responsibilities are considered part of the mentor teacher role. However, mentor teachers may be compensated at the Q Comp rate of \$50 per hour or if less than an hour, the rate will be prorated as indicated above when accompanying their mentees in conducting approved classroom observations during the mentor teacher's prep period.

Where as both parties agree that the observation planning process will include building principals, in collaboration with Q Comp Building Mentors and BILs, and may identify:

- Veteran teachers to be observed; and
- Teachers who may benefit from participating in observation opportunities.
- Observation opportunities may also be teacher-initiated. Teachers may work collaboratively with their building principal and Q Comp Building Mentors to identify observation opportunities and secure approval.

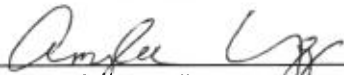
Whereas, both parties agree that in order to be eligible for payment and participation, Teachers participating in observation activities under this MOU shall complete a brief reflection form following the observation experience. The reflection form shall be shared with:

- Teaching & Learning;
- The teacher's building principal; and
- The Q Comp Building Mentor.

Therefore, both parties agree to utilize Q Comp Governance Board meetings throughout the 2026–2027 school year to discuss future revisions to the ISD 622 Q Comp Plan and explore the possibility of continuing the use of Q Comp funds for the purposes outlined in this MOU in future school years.

The parties agree that this MOU is non-precedent setting and shall not establish a past practice or modify any provision of the collective bargaining agreement except as specifically outlined herein. This MOU shall become effective upon signature by both parties and shall sunset on June 3, 2027, unless mutually extended in writing by the parties.

On Behalf of ISD 622:



Director of Human Resources
ISD 622 Representative

Date: 8/27/26

On Behalf of NSPMOEA



NSPMOEA Union President

Date: 8-24-26