MEMORANDUM OF UNDERSTANDING
BETWEEN
Independent School District #14 (hereinafter referred to as "District")
AND
Fridley Education Association, Local #14 (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, 2027; and,

WHEREAS the District and Union desire to reconcile the disagreement between previously existing CBA language in Article XVII: I.R.C. § 403(b), Section 3. District Contribution, Subdivision 2. District Matching, which establishes a deadline of May 31 for submission of 403(b) matching contribution forms; and recently negotiated language in Article XVII: I.R.C. § 403(b), Section 5. 403(b) Match Auto Enrollment, which states that, "increases (will be) automatically applied for all employees pursuant to the 403(b) match levels."

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

The District and Union agree to prioritize language from Article XVII: I.R.C. § 403(b), Section 5. 403(b) Match Auto Enrollment until such time that the May 31st deadline language can be eliminated or modified. To that end, the District and Union agree that the District will review 403b contributions of all staff working under the CBA. Should a staff member's scheduled 403b contribution for the upcoming school year be lower than their match eligibility, the district will inform the staff member and will automatically increase their contribution to maximize their 403b matching amount.

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 the reconciliation of the above described language disagreement within the CBA. 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 all parties. A copy of this MOU will have the same legal effect as the original.

Duration: this MOU shall remain in effect until the expiration of the CBA on June 30, 2027.

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 all parties.

For the District: Brenda Lewis

Dated: 6-11-26

For the Union:

Dated: 6/10/26

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: Brenda Lewis

Dated: 06.08.2026

For the Union:

Dated: 6/10/2026

a. The following provision applies only to individuals already in the Ph.D. lane with additional district recognized credits in their personnel file: On completion of STRIVE training, if the 2 credits earned result in the crossing of a 10 credit threshold, then they shall receive a one time payment equal to the value of the change from MA+40 to Ph.D. at their current step (e.g. in SY26-27, Ph.D. step 10+18 credits would receive $2,189).

4. **Preapproval -** The parties agree that credits earned by an eligible teacher (Section 1) as a part of one of the previously listed training programs (Section 2) do not need pre-approval by the district.

5. **Lane change -** A lane change earned as a result of the credits shall be effective during the first lane change window (per the CBA) after completion of the units of training.

6. **Proof of completion and payment timeline -** In all cases, teachers shall submit proof of training completion to the District Literacy Lead.

7. **Contingencies for additional time -** If the training exceeds the hours anticipated for completion as defined above, the District and Union will reconvene to discuss additional compensation in the form of pay, comp time, or other arrangements.

8. **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 Article XIV of the CBA.

9. **Effective Date and Duration -** This MOU shall continue in effect until June 30, 2027.

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.

3. **Compensation and credit recognition -** Compensation and credit recognition may vary by program participation.
    a. **LEXIA LETRs (137 hours)**
        i. Compensation: Stipend of $600 paid out in 2 installments:
            1. Payment of $300 after completion Year 1 training, and
            2. Payment of $300 after successful completion of the full training.
        ii. Credit Recognition: In addition to the stipend listed above, teachers are eligible for one of the following options:
            1. To apply 12 graduate credits toward a salary lane advancement. Credits may be purchased at the expense of the teacher after completion of Units 1 & 2 (3 credits), Units 3 & 4 (3 credits), Units 5 & 6 (3 credits), and Units 7 & 8 (3 credits). OR
            2. A one time payment equal to the value of the change to the next greatest lane (e.g. in SY26-27, BA+40 step 10 to MA Step 10 = $3,945 or MA+40 step 10 to Ph.D Step 10 = $2,189). On completion of LETRs training, individuals already in the Ph.D lane shall receive a one time payment equal to the value of the change from MA+40 to Ph.D. at their current step (e.g. in SY26-27, Ph.D. step 10 would receive $2,189).
    b. **OL&LA Secondary (54 hours)**
        i. Compensation: Stipend of $300 paid out after the completion of training.
        ii. Credit Recognition: In addition to the stipend listed above, teachers are eligible for one of the following options:
            1. To apply 3 graduate credits toward a salary lane advancement. Credits may be purchased at the expense of the teacher after completion of the training. OR
            2. In the case of teachers at BA+47 (or more) and MA+47 (or more): A one time payment equal to the value of the change to the next greatest lane (e.g. in SY26-27, BA+40 step 10 to MA Step 10 = $3,945 or MA+40 step 10 to Ph.D Step 10 = $2,189).
                a. The following provision applies only to individuals already in the Ph.D. lane with additional district recognized credits in their personnel file: On completion of OL&LA training, if the 3 credits earned result in the crossing of a 10 credit threshold, then they shall receive a one time payment equal to the value of the change from MA+40 to Ph.D. at their current step (e.g. in SY26-27, Ph.D. step 10+17credits would receive $2,189).
    c. **STRIVE Science of Reading (35 hours)**
        i. Compensation: Stipend of $300 paid out after the completion of training.
        ii. Credit Recognition: In addition to the stipend listed above, teachers are eligible for one of the following options:
            1. To apply 2 graduate credits toward a salary lane advancement. Credits may be purchased at the expense of the teacher after completion of the training. OR
            2. In the case of teachers at BA+48 (or more) and MA+48 (or more): A one time payment equal to the value of the change to the next greatest lane (e.g. in SY26-27, BA+40 step 10 to MA Step 10 = $3,945 or MA+40 step 10 to Ph.D Step 10 = $2,189).

MEMORANDUM OF UNDERSTANDING
BETWEEN
Independent School District #14 (hereinafter referred to as "District")
AND
Fridley Education Association, Local #14 (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, 2027; and,

WHEREAS the District and Union desire to address the time commitment, compensation, schedule, location of training, program selection, 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 one of three possible trainings, depending on license held, and subject or grade taught,

WHEREAS the total anticipated number of hours of training required for each training are as follows: LETRs (137 hours), OL&LA (54 hours), STRIVE (35 hours).

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 July 1, 2026 and June 30, 2027; and,
    c. Be required by the District to complete approved training described under Minn. Stat. § 120B.123, subdivision 5.

2. **Program selection -** The District will identify the appropriate training for each teacher identified as a part of Section 1. Eligibility.
    a. **Lexia LETRs (137 hours):** Teachers *previously employed* by the district during the 2025-2026 school year and having participated in LETRs Phase 1 including
        i. K-4 Teachers,
        ii. 5-12 SPED Teachers who teach reading,
        iii. 5-12 ML Teachers,
        iv. 5-12 Reading Intervention Teachers
    b. **OL&LA Secondary (54 hours):** *Newly hired* teachers for the 2026-2027 school year including
        i. K-4 Teachers,
        ii. 5-12 SPED Teachers who teach reading,
        iii. 5-12 ML Teachers,
        iv. 5-12 Reading Intervention Teachers
    c. **STRIVE Science of Reading (35 hours):**
        i. All 5-6 Teachers,
        ii. All 7-12 Language and Literature/ELA Teachers (unless included in the OL&LA group),
        iii. OPTIONAL BUT ADVISED - All 7-12 Teachers who hold an Elementary Ed license but do not teach Lang/ELA.

MEMORANDUM OF AGREEMENT

Between
Fridley Education Association (FEA)
and
Fridley School District No. 14

WHEREAS, the Fridley Education Association (FEA) is the exclusive representative of ("Union") in Independent School District No. 14, Fridley ("District"); and

WHEREAS, the parties are currently operating under the 2025-2027 Collective Bargaining Agreement ("CBA" or "Master Agreement") which expires on June 30, 2027.

WHEREAS Existing language in Article IX: Leaves of Absence, Section 3. Vacation Leave is contradictory and leads to confusion (see below).

> "...Vacation leave may accrue to a total of 56 hours (7 days). Vacation days exceeding a total of 56 hours (7 days) at the end of the school year will automatically roll over into the employee's sick leave..."

WHEREAS, the parties have mutual interest in clarifying this language until such time that the CBA may be permanently modified.

NOW, THEREFORE, the School District and the Union agree as follows:

1. Teachers may carry over up to 56 hours (7 days) of vacation leave from SY25-26 into SY26-27.
2. Teachers allocation of vacation leave for SY26-27 (up to 24 hours/3 days, prorated by FTE) will be in addition to previously accrued leave carried over from SY25-26.
3. Vacation leave exceeding a total of 56 hours (7 days) at the end of the school year will automatically roll over into the employee's sick leave.
4. Duration: this MOU shall remain in effect until the expiration of the CBA on June 30, 2027.

By signing below, each party represents that it has read, understands, and agrees to be bound by the terms of this Memorandum of Understanding.

For:
Independent School District No. 14

By: Brenda Lewis

Dr. Brenda Lewis, Superintendent of Schools

Date: 6-11-26

For:
Fridley Education Association

By: _____

Phil Boyd, FEA President

Date: 6/10/26