**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, 2024, 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 Lexia LETRS training and,

WHEREAS the total anticipated number of hours of training required for LETRs is 137.

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, 2024 and June 30, 2026; and,
   c. Be required by the District to complete approved training described under Minn. Stat. § 120B.123, subdivision 5.

2. Compensation earned for READ Act training
   Stipend of $600 paid out in 2 installments:
   a) Payment of $300 after completion Year 1 training, and
   b) Payment of $300 after successful completion of the full training.

3. Credit Recognition
   In addition to the stipend listed above, upon completion of the full training, teachers are eligible for one of the following options:
   a) 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). The parties agree these credits do not need pre-approval by the school district. A teacher who is on the list as agreed upon by the Union and the District in "1. Eligibility" shall receive credits upon completion of the each 3 credit section of training. 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. OR

b) A one time payment equal to the value of the change to the next greatest lane, (e.g. MA+40 Step 10 to PhD Step 10 = $1,986)

4. Proof of completion and payment timeline
   In all cases, teachers shall submit proof of training completion to Kirsten Wickman, Curriculum Coordinator.

5. Contingencies for additional time
   If the training exceeds 137 hours for teachers completing all modules, the District and Union will reconvene to discuss additional compensation in the form of pay, comp time, or other arrangements.

6. Length of the school year
   The District and Union agree that pursuant to Minn. Stat. § 120B.123, subdivision 5(e), the 2024-2025 school year will be shortened by a total of five and one-half (5.5) hours to accommodate LETRs training. The parties will jointly determine which calendar days will be changed to accommodate training time.

7. 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.

8. 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.

For the District:

Brenda Lewis

Dated: 10/21/2024

For the Union:

P/H.B. President

Dated: 9/24/24