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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 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:

Dennis J. Fendt

Date: 12-8-04

File:MOURetire11.19.04

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: Dennis P. Finch

Date: 5-17-04

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

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

This MOU is entered into by the Independent School District No. 622 ("District") Employer, North St. Paul – Maplewood – Oakdale Education Association ("Union") for the purpose of adjusting accumulated sick leave to be in compliance with the Earned Sick and Safe Time (ESST) state law that went into effect January 1, 2024.

Whereas:
District 622 and the Union: Both parties recognize that it is at the discretion of the District in choosing which frontloading/accrual method they'd like to implement and the decision can be changed at any time, and/or as the law changes, and;

Whereas:
District 622 and the Union: Both parties recognize that the chosen method at this time is to implement the following adjustments for accumulated sick leave:

FTE:	Adjustment Based on FTE:
Employee FTE: .50 - .69	Current accumulated sick leave time ranges from 48 to 57.60 hours, will be adjusted to 80 hours
Employee FTE: below .50	Accrual based on hours worked
Employee (ABE) FTE: .50 - .89	Current accumulated sick leave time ranges from 64.8 to 73.2 hours will be adjusted to 80 hours

Therefore:
The District and the Union acknowledge that this is a temporary adjustment and is not precedent setting. This temporary adjustment will be in effect once both parties have signed this MOU and will remain in effect through the 2026-2027 school year, unless agreed upon by both parties otherwise. This MOU will sunset on June 4, 2027.

On Behalf of ISD 622:

Director of Human Resources
ISD 622 Representative

Date: 9/9/26

On Behalf of ~~NSP~~MOEA

NSPMOEA ~~Union~~ President

Date: 9-9-26

MEMORANDUM OF UNDERSTANDING
BETWEEN
Independent School District 622 (hereinafter referred to as "District")
AND
North St. Paul Maplewood Oakdale Education Association, (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, 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 LETRS for Early Childhood Educators or CORE OL&LA and,

WHEREAS the total anticipated number of hours of training required for LETRS for Early Childhood Educators is 37.5 hours and CORE OL&LA is 55 hours;

WHEREAS details regarding the completion of the ReadAct are as follows:

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, 2027; and,
   c. Be required by the District to complete approved training described under Minn. Stat. § 120B.123, subdivision 5. and has registered for, started, and completed the approved training.

2. Compensation earned for READ Act training

   Teachers participating in the required READ Act Training stated below will earn compensation as follows:

   Compensation for the completion of the (37.5 hours) LETRS for Early Childhood Educators training will be inclusive of a one-time stipend payment of $799.12 for 28 hours at the curriculum rate of pay and flex time of 9.5 hours.

   Compensation for the completion of the (55 hours) CORE OL&LA training will be inclusive of a one-time stipend payment of $799.12 for 28 hours at the curriculum rate of pay and flex time of 27 hours.

3. **Flex time defined:** You may flex up to 27 hours of your contracted non-student contact time (student contact time includes 15 minutes before and after the start of the school day) that is not building or district-directed. Examples of district-directed time include, but are not limited to: Staff meetings, PD, PLCs, IEP meetings, etc.

Submitting for Pre-Approval of flex time: To pre-approve your flex time, complete a flex time calendar with the days/times you would like to flex this school year and submit it to your principal. If you need to make any changes to your approved calendar, you must work with your principal on those updates.

Payment will be issued using READ Act funding and paid according to the semi-monthly District Payroll schedule.

Educators who completed 3rd Edition LETRS (or CORE OL&LA or CAREIALL) prior to the requirements of State Statute, received a certificate of completion and college credits and submitted those credits for a lane change in ISD 622 are not eligible for the READ Act funded payment.

4. Credit Recognition

   Employees who complete the training and receive compensation will not be eligible to apply college credits towards a lane change.

5. Proof of completion and payment timeline
   In all cases, teachers in phase 1 are required to submit their Certificate of Completion awarded by the Professional Development providers, LETRS for Early Childhood Educators or CORE OL&LA using the READ Act PD Completion Google form, which includes uploading the Certificate of Completion digital document to receive payment. Submitted information will be collected by Teaching and Learning, who is responsible for submitting information to Payroll.

6. 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.

7. 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:

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.

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:

For the Union:

Dated: 9/23/26

Dated: 9-23-26

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

This MOU is entered into by the Independent School District No. 622 ("District") Employer, North St. Paul – Maplewood – Oakdale Education Association ("Union") for the purpose of working towards strengthening relationships between students and teachers.

Whereas:

District 622 and the Union: Both parties recognize teachers who are more visible outside of the classroom enhances and strengthens the student and teacher relationship;

Whereas:
District 622 and the Union would like to provide the opportunity for teachers to utilize their lunch period to supervise, engage and interact with students during the students lunch and recess time;

Therefore:
Teachers who volunteer and sign up with building administration that they voluntarily agree to miss their designated lunch time to provide supervision to students during their lunch and recess time will receive an hourly rate of pay of $22.28 for their missed lunch period. Their time will be recorded on an individual timesheet submitted on the 15th and last working day of the month with administrator approval to payroll for processing.

Therefore:
The District and the Union acknowledge that this is a temporary opportunity and is not precedent setting. This MOU will remain in effect through the 2026-2027 school year. This MOU will sunset on June 3, 2027.

On Behalf of ISD 622:

Director of Human Resources
ISD 622 Representative

Date: 10/21/2026

On Behalf of NSPMOEA

NSPMOEA Union President

Date: 10-21-26