MEMORANDUM OF UNDERSTANDING

BETWEEN
Independent School District #743 (hereinafter referred to as "District")
AND
Sauk Centre Education Association, Minnesota, (hereinafter referred to as "Union")

WHEREAS the District and Union are parties to a collective bargaining agreement (CBA) for the period from July 1, 2023, through June 30, 2027; 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 Language Essentials for Teachers of Reading and Spelling (LETRS) and,

WHEREAS the total anticipated number of hours outside of regular training sessions for LETRS is a maximum of 72 for Volume 1 and 54 for Volume 2;

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, 2027; 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

   Teachers will earn compensation as follows:

   a. Teachers will have the option of completing LETRS training during their contracted day or outside of their contracted day per their supervisor's approval.
   b. Teachers will be paid at the rate pursuant to Article 12, Section 5 of the Collective Bargaining Agreement to complete LETRS training/ debrief sessions. In the event that the training is held during the school day, teachers will enter professional development and will not receive extra compensation. Teachers who choose to participate in training during the school day will forgo credit recognition toward a lane change. Substitute teachers will be hired to cover the teacher attending LETRS training. Read ACT funding will be used to pay the substitute teachers.
   c. Teachers participating in LETRS training may receive up to 8 additional paid hours per session for Volume 1 and up to 6 additional paid hours per session for

Volume 2. These hours must be documented on a timesheet and will align with the district's pay periods. Compensation for these hours will follow the rate specified in Article 12, Section 5 of the Collective Bargaining Agreement.

d. LETRS trainers will receive a $3000 stipend a year for facilitating the training.

3. Credit Recognition

Teachers may use up to 12 credits granted by the American College of Education for completing LETRS training toward a lane change under Article 6, Section 2, Subdivision 3 of the Collective Bargaining Agreement. These credits are considered pre-approved. If you choose to apply these credits toward a lane change, you must notify the district by September 15. For 2024 only, teachers opting for credit recognition toward a lane change must notify the district within two weeks of the MOU's ratification date. If you opt for credit recognition toward a lane change, you will not be eligible for compensation under Section 2, of this Memorandum of Understanding (MOU).

4. Proof of completion and payment timeline
In all cases, teachers shall submit proof of training completion to the building principals.

5. 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.

6. 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.

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:

Dated: 12-19-24

For the Union:

Heather Thiesen

Dated: 12/19/24