

Memorandum of Understanding 2023-2025
Read Act: Letter of Agreement - Read Act Implementation Plan

WHEREAS, the District and Union are parties to a collective bargaining agreement (CBA) for the period from July 1, 2023, through June 30, 2025, and;

WHEREAS, the State of Minnesota has passed educational policy statutes that will require certified staff to receive concentrated training during the 2024-2025, 2025-2026, and 2026-2027 school years, mandated by the READ Act; and

WHEREAS, completion of this work may require scheduling and work outside of the designated contract duty day and outside of the designated contract work year;

THEREFORE, the parties agree to the following:

Subdivision 1: Affected Staff for Phase 1

This Memorandum of Understanding is applicable to the following Eden Prairie Schools certified staff:

- a. PreK through grade 12 reading intervention teachers;
- b. PreK through grade 3 classroom teachers;
- c. Grade 4-5 teachers are optional
- d. Special Education teachers in grades PreK-12
- e. Certified staff who select literacy materials for the school district
- f. Elementary multi-language educators

Subdivision 2: Training Options and Accompanying Stipend

Certified staff identified to complete this training in OL&LA: Online Language and Literacy Academy – Consortium on Reaching Excellence in Education (CORE) training will provide notice to the district of which option they choose to complete this coursework following four options:

Phase 1 Staff: (Beginning 24-25 school year)

1. Option A:

- a. Forty (40) hours of asynchronous training falling between June and November 2024, to be completed outside the contract duty day.
- b. Fourteen (14) hours of combined asynchronous and live training falling on two professional development days (August and November 2024)
- c. A total stipend in the amount of \$1,200 will provided for those participating in Option A
- d. The stipend will be awarded in partial payouts within thirty (30) days of completion of each module within Option A.

2. Option B:

- a. Thirty-nine (39) hours of asynchronous training falling between July and November 2024, to be completed outside the contract duty day.
- b. Fourteen (14) hours of combined asynchronous and live training falling on two professional development days (August and November 2024)
- c. One (1) hour of training to be used for READ Act training during designated PLC time between September and November 2024.
- d. A stipend in the amount of \$1,170 will provided for those participating in Option B
- e. The stipend will be awarded in partial payouts within thirty (30) days of completion of each module within Option B.

3. Option C:

- a. Thirty-two (32) hours of asynchronous training falling between August 2024 and April 2025, to be completed outside the contract duty day.
- b. Twenty-one (21) hours of combined asynchronous and live training falling on three professional development days (August and November 2024, and April 2025)
- c. One (1) hour of training to be used for READ Act training during designated PLC time between September 2024 and April 2025.
- d. A stipend in the amount of \$960 will provided for those participating in Option C
- e. The stipend will be awarded in partial payouts within thirty (30) days of completion of each module within Option C.

4. Option D:

- a. Asynchronous training totalling 54 hours will be completed on designated professional learning days, including workshop week, fall, and spring professional development days.
- b. Training will continue over the course of 2 full school years (2024-25 and 2025-26), plus one additional PD day during workshop week of the third school year (2026-2027).
- c. Required synchronous/live training will occur at specific times during designated professional development days
- d. No stipend will be provided for those participating in Option D

Subdivision 3: Previously Acquired Qualifying Training

1. Stipend Payout:

- a. Individuals who have already completed qualified training under the provisions of the READ Act need not participate in the Eden Prairie “CORE” training options.
- b. In recognition of training already completed state requirements, staff will receive a stipend in the amount of \$1,200 upon the receipt of appropriate documentation, unless a stipend has already been awarded to the individual for the training. This is applicable to employees who received qualifying READ Act training as an Eden Prairie employee.

2. Participation in Eden Prairie Read Act “CORE” / OL&LA Training:

- a. Staff who have already completed LETRs training will be provided the opportunity to participate in the Eden Prairie “CORE” OL&LA training.
 - b. An additional stipend corresponding to Options A-C will be provided.
3. Staff who enter Eden Prairie Schools with partial completion of “CORE” training:
- a. Staff who are new to Eden Prairie Schools with partial completion of qualified training will have a choice of training options that fit the timing of their employment start date and training already completed; not all training options will be available due to calendar timing and status of hours already completed. The parties will work with individuals to determine the training options that best fit their schedule and needs.
 - b. Staff will be awarded a stipend based on the modules completed at Eden Prairie Schools and the training option selected.

Subdivision 4: Continuing Education Credits and Semester University Credits

1. Continuing Education Credits:
 - a. Upon successful completion of each READ Act Module, the equivalent number of hours required to complete the module, including both asynchronous and synchronous live training sessions, will be entered into the Eden Prairie Schools TalentEd Perform database.
 - b. Upon the completion of all modules, each staff member who participated in Eden Prairie Schools “CORE” training will have a total 54 hours of literacy CEUs applied, regardless of which training option is chosen.
2. Semester University Credits:
 - a. In partnership with Concordia University St. Paul, staff may elect to seek university credit in lieu of receiving a stipend.
 - b. Staff electing this option will complete all requirements of the Eden Prairie Schools READ Act training as well as the requirements outlined in Concordia University’s course syllabus.
 - c. One (1) semester credit will be awarded to individuals who successfully complete all coursework for credit. This credit may be applied to a lane change.
 - d. This one (1) semester credit is offered for a one-time amount of \$145, paid by the teacher.

Subdivision 5: Duration and enforceability

This Memorandum of Understanding expires on June 30, 2025, and it shall have no force or effect thereafter, unless so agreed in writing by the Association and the School District. This Memorandum of Understanding does not establish a past practice or precedent, nor shall it apply to the interpretation or application of language in the Association’s Master Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement as follows:

EPEA Representative

**Eden Prairie Independent School
District No. 272**

EPEA Lead Negotiator – Charles Cooper

Board Chair – Aaron Casper

EPEA President – Dominic Kirkpatrick

Executive Director of Human Resources
Thomas May

Date Ratified by School Board: June 24, 2024