



MEMORANDUM OF UNDERSTANDING PROFESSIONAL LEARNING COMMUNITY (PLC) LEADS

This Memorandum of Understanding is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "District") and Education Minnesota Hastings (hereinafter referred to as the "Union").

WHEREAS, the District is implementing a district-wide instructional framework designed to strengthen instructional practices, promote consistent use of Core Commitments (CCs), improve the effectiveness of Professional Learning Communities (PLCs), and support instructional coaching, peer observations, and instructional rounds to enhance student engagement and student achievement; and

WHEREAS, the District has established PLC Lead responsibilities to support the effective operation of PLC teams through required training, coordination, and facilitation of PLC meetings throughout the school year; and

WHEREAS, secondary department leads are compensated in accordance with the Ed MN Teacher Master Contract; and

WHEREAS, at the secondary level, individuals assigned as department leads shall also be responsible for fulfilling the responsibilities of PLC Lead; and

WHEREAS, elementary schools do not have department lead positions; and

WHEREAS, the parties wish to establish compensation for PLC Lead responsibilities for the 2026-2027 school year;

NOW THEREFORE, it is mutually agreed by and between the parties as follows:

1. The annual stipends for PLC Leads shall be as follows:
 - a. Elementary: \$800
 - b. Middle School: \$500
 - i. This shall be in addition to compensation received as a department lead
 - c. High School: \$500; and
 - i. This shall be in addition to compensation received as a department lead
2. The stipends established under this MOU are temporary and apply only to the 2026-2027 school year. The stipends are intended to compensate employees for the PLC Lead responsibilities assigned during that school year, including but not limited to, required training, coordination, and facilitation of PLC meetings; and

3. Any continuation of PLC Lead positions or compensation beyond the 2026-2027 school year shall be subject to further discussion between the District and the Union and, where applicable, a separate written agreement between the parties; and
4. This MOU is limited to the specific circumstances and time period described herein. It shall not establish a precedent, past practice, or ongoing obligation regarding PLC Lead assignments, stipends, or compensation for similar or other assignments in the future; and
5. This MOU shall sunset on June 30, 2027.

HASTINGS PUBLIC SCHOOLS - ISD 200

EDUCATION MINNESOTA - HASTINGS

DATE: _____

DATE: ¹⁰⁻¹²⁻²⁶ _____

BY: _____
FOR THE SCHOOL DISTRICT

BY:  _____
ITS PRESIDENT

Jessie Holm Lead Negotiator