



Board Meeting Date: May 11, 2026

Title: Amended MOU for Teacher Evaluation & Alternative Compensation Program

Type: Consent

Presenter(s): Jody De St. Hubert, Director of Teaching and Learning; Libby Sandvick, Teacher Evaluation Program Facilitator

Description: Every two years, the Teacher Evaluation/Alternative Compensation Memorandum Of Understanding (MOU) must be reauthorized by both Edina Public Schools and Education Minnesota Edina. Our Edina program is aligned with Minnesota statutes 122A.40 and 122A.414 and is funded by Quality Compensation revenue.

This MOU was initially approved on April 13, 2026: Following that meeting, the Teacher Evaluation Program Facilitator collaborated with Human Resources and the Union President to recommend a proactive addition to Section 4: Participation. This clarifying language stipulates that the district will not award incentive payments to any probationary teacher who is non-renewed for misconduct and added in blue. This change ensures the program remains consistent with existing language regarding non-renewals for performance issues.

There are no other changes to what was approved on April 13th, 2026.

Recommendation: Approve the Memorandum of Understanding.

Desired Outcomes from the Board: Consent to approve the change to the Teacher Evaluation & Alternative Compensation Program Memorandum of Understanding for 2026-2028.

Attachments:

1. Amended MOU

MEMORANDUM OF UNDERSTANDING

BETWEEN

Edina Public Schools AND Education Minnesota Edina

This Memorandum of Understanding will serve as an addendum to the 2026-2028 Edina Teacher Evaluation and Alternative Compensation Program MOU (“Teacher Evaluation MOU”), which was approved by the School Board on April 13, 2026. The terms of this MOU will be in place for the 2026-2028 school years.

WHEREAS, Edina Public Schools (“District”) and Education Minnesota/Edina (“EM/E”) agreed to a Memorandum of Understanding outlining the Teacher Evaluation MOU for the 2026-2027 and 2027-2028 school years; and

WHEREAS, Section 22 of the Teacher Evaluation MOU allows minor modifications, as proposed by the Teacher Evaluation Committee, to be brought to the District and EM/E for adoption during its effective period; and

WHEREAS, in an effort to proactively address the variety of reasons a teacher may be non-renewed, it is recommended that the MOU clarifying language be added to the MOU stipulating that the district will not award incentive payments to any probationary teacher who is non-renewed for misconduct. This change ensures the program remains consistent with existing language regarding non-renewals for performance issues.

WHEREAS the Teacher Evaluation Committee reviewed the program and agreed to minor modifications, and unanimously endorsed the following changes;

THEREFORE, be it resolved that the following section of the Teacher Evaluation MOU be modified as follows:

4. Participation

H. The district will not award incentive payments to a probationary teacher who is non-renewed for misconduct.

The District and Education Minnesota Edina are in agreement with the above language as evidenced by their representatives’ signatures below.

For the District:

For the Education Minnesota Edina

Board Chair

President

Dated: _____

Dated: _____