



RECOMMENDATION TO APPROVE COLLAPSED CLASSROOM MOUS

September 25, 2024

Administration is recommending approval of two Memorandums of Understanding (MOUs); one providing rates of pay for elementary collapsed classrooms and the other for secondary collapsed classrooms. An MOU addressing collapsed classroom compensation for 2023-2024 was included with the settlement of the 2023-2025 Ed Minnesota - Hastings Teachers' Master Agreement, with the understanding that the parties would confer about whether the MOUs would continue in 2024-2025. The District and the Union mutually agree to continuing with MOUs through the 2024-2025 school year.

Submitted by: Cathy Moen, Director of Human Resources

Memorandum of Understanding - Secondary Collapsed Classroom

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 "Association").

WHEREAS, the District has found it necessary, when no substitute has been secured, or colleague available to cover the class, to collapse a classroom(s) and divide students from one classroom into the classroom(s) of another teacher(s); and

WHEREAS, the Education Minnesota-Hastings Master Agreement currently does not provide a rate of payment in such circumstances; and

WHEREAS, the MOU previously in place sunsetted at the end of the 2023-2024 school year with the agreement that the Association and the District would revisit it to determine if it would continue into the 2024-2025 school year.

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

1. The practice of collapsed classroom will be utilized at the discretion of the building principal; and
2. Teachers required to take half or more of the students from another teacher's classroom, because there is no coverage available (by either a colleague or a sub) shall be eligible for compensation in accordance with this MOU; and
3. Such teachers shall be eligible to receive compensation at the rate of \$50 per hour (rounded to the nearest half hour), consistent with the hourly rate provided in Appendix B of the Education Minnesota-Hastings Master Agreement for "Covering a Colleague's Classroom"; and
4. Teachers opting to take additional students into their classroom, despite coverage being available, shall not be eligible for additional compensation; and
5. The terms of this MOU shall not establish a precedent, nor shall this MOU be used to seek or justify similar terms in any subsequent situation; and
6. This MOU shall be in effect for the 2024-2025 school year only, retroactive to the start of the school year. The need for this MOU will be revisited during the negotiation of the 2025-2027 Master Agreement.

HASTINGS PUBLIC SCHOOLS - ISD 200

EDUCATION MINNESOTA - HASTINGS

DATE: _____

DATE: _____

BY: _____
FOR THE DISTRICT

BY: _____
ITS PRESIDENT

Memorandum of Understanding - Elementary Collapsed Classroom

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 "Association").

WHEREAS, the School District and the Association agree that, from time to time, it is necessary to collapse elementary classrooms when a substitute teacher cannot be secured; and

WHEREAS, the Education Minnesota-Hastings Master Agreement currently does not provide a rate of payment in such circumstances; and

WHEREAS, the MOU previously in place sunsetted at the end of the 2023-2024 school year with the agreement that the Association and the District would revisit it to determine if it would continue into the 2024-2025 school year.

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

1. The practice of collapsed classroom will be utilized at the discretion of the building principal; and
2. A collapsed classroom shall be defined as dispersing the students from one classroom into the classroom of another teacher(s), for the period of time in which the classroom is left without a certified substitute to direct the class; and
3. Teachers who, as a result of a collapsed classroom, are required to teach a minimum of an additional six students, for at least one hour, shall be compensated at the rate of \$50 per hour for each hour the collapsed classroom is taught, consistent with the hourly rate provided in Appendix B of the Education Minnesota-Hastings Master Agreement for "Covering a Colleague's Classroom"; and
4. The terms of this MOU shall not establish a precedent, nor shall this MOU be used to seek or justify similar terms in any subsequent situation; and
5. This MOU shall be in effect for the 2024-2025 school year only, retroactive to the start of the school year. The need for this MOU will be revisited during the negotiation of the 2025-2027 Master Agreement.

HASTINGS PUBLIC SCHOOLS - ISD 200

EDUCATION MINNESOTA - HASTINGS

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DATE: _____

BY: _____
FOR THE SCHOOL DISTRICT

BY: _____
ITS PRESIDENT