



DEFINING EXCELLENCE

Board Meeting Date: May 11th, 2026

Title: READ Act Professional Development/Training Memorandum of Understanding (MOU)

Type: Action

Presenter(s): Jody De St. Hubert, Director of Teaching and Learning; and Sonya Sailer, Executive Director of Human Resources

Background: The Minnesota Reading to Ensure Academic Development (READ) Act, enacted in May 2023, mandates literacy professional development and curriculum alignment with the Science of Reading. Edina Public Schools has been a leader in this work, having implemented the approved LETRS program as part of its 2021 Comprehensive Literacy Plan well ahead of state requirements.

Following the 2024 updates to the READ Act, the state introduced a statutory requirement to negotiate compensation for teachers participating in mandated training. This updated MOU expands our existing framework to include Phase 2 Professional Development, ensuring all eligible staff are supported as they meet these state-mandated requirements.

Recommendation: This report is recommending an approval of the proposed Edina READ Act Professional Development/Training MOU.

Desired Outcomes from the Board: Approve the proposed Edina READ Act Professional Development/Training MOU.



**Memorandum of Understanding
Between Education Minnesota/Edina (Union) and Edina Public Schools (District)
Read Act: Read Act Implementation Plan**

WHEREAS the District and Union are parties to a collective bargaining agreement (CBA) for the period from July 1, 2026 through June 30, 2028 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;

WHEREAS the District and Union have agreed that teachers will participate in the Science of Reading Professional Development through LETRS, OL&LA (CORE), or STRIVE training;

WHEREAS the total anticipated number of hours of training required for LETRS training is 136 hours;

WHEREAS the total anticipated number of hours of training required for OL&LA (CORE) training is 50 hours;

WHEREAS the total anticipated number of hours of training required for STRIVE training is 45 hours;

NOW THEREFORE, be it resolved that the parties agree to the following:

1. Training Options and Accompanying Compensation for staff identified to complete STRIVE.
 - a. Training Option A:
 - i. Forty-two (42) hours of asynchronous training ,
 - ii. Three (3) hours of large group synchronous training,
 - iii. to be completed outside of the regular duty day and duty calendar by June 30, 2027.
2. Compensation:
 - a. Required staff will be compensated at the teacher's regular hourly rate of pay (pro rata) for all hours of asynchronous and synchronous training.

- b. In lieu of pro rata compensation, required staff may choose three (3) Edina Board Credits. Edina Board Credits may be used for salary schedule advancement.
 - c. Payout dates for the 2026-2027 school year will occur in accordance with the Teaching and Learning schedule, which will be communicated to staff prior to the start of the training. Teachers will not be required to submit timecards. Payment will be issued when modules and live sessions are completed per STRIVE documentation.
 - d. Full completion of mandated State of MN READ Act requirements will be based on 80% mastery. Required staff must submit their End of Course certificate to the Teaching and Learning Department.
3. Training Options and Accompanying Compensation for Staff New or Returning to Edina Public Schools.
- a. Staff new or returning to Edina Public Schools will have a choice of training options that fit the timing of their employment, start date, and LETRS, OL&LA (CORE), and STRIVE training already completed. The parties will work with individuals to determine the training options that best fit their schedule and needs.
 - b. Compensation:
 - i. New or returning staff will be compensated at the teacher's regular hourly rate (pro rata) for any asynchronous or synchronous work held outside of the duty day or duty calendar.
 - ii. In lieu of pro rata compensation, required staff may choose a number of Edina Board Credits reflective of the science of reading training they complete and consistent with what was previously offered to participating teachers.
2. Optional Contingencies for completion of training:
- a. For teachers with unique circumstances, such as an approved extended leave, the District will work with the individual teacher on training options to be completed on or before MN READ Act required completion dates.
 - b. Upon approval from Building Administration, teachers may use regular scheduled PLC time for the completion of independent asynchronous work related to LETRS, OL& LA (CORE), and STRIVE training.
 - c. In collaboration with the Building Administration, the Director of Teaching and Learning may approve requests for additional workload relief days for teachers engaged in LETRS, OL&LA (CORE), and STRIVE training.
 - d. For any asynchronous work completed during the duty day or calendar, those hours will be subtracted from the teacher's payout.
3. Continuing Education Credits. Teachers will be awarded automatic continuing education credits towards license renewal.
4. Failure to Comply with the READ Act. Compliance with the Minnesota READ Act (Minnesota Statute Section 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 and could result in discipline pursuant to Article I, Section 1.08, Paragraph 1.08.3 of the CBA.

5. Duration and Enforceability. This Memorandum of Understanding expires on June 30, 2028 and it shall have no force or effect thereafter, unless agreed to in writing by EME and the 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.

EM/E and the District are in agreement with the above language as evidenced by their representatives' signatures below.

Representative for:

Education Minnesota/Edina

ISD 273, Edina Public Schools

President

Board Chair

Date

Date