

MEMORANDUM OF UNDERSTANDING

BETWEEN

Independent School District 118 (hereinafter referred to as “District”)

AND

Northland Remer Education Minnesota, Local #7224 (hereinafter referred to as “Union”)

WHEREAS the District and Union are parties to a collective bargaining agreement (CBA) for the period from July 1, 2025 through June 30, 2027; and,

WHEREAS the District and Union desire to address the time commitment, compensation, and schedule for Early Childhood Family Education (hereinafter referred to as “ECFE”); and,

NOW, THEREFORE, be it resolved; that for the 2025-2026 school year, the following language supplements the language in the collective bargaining agreement between the parties.

1) ECFE Time Commitment:

The Union and District will allow the Preschool teachers to teach ECFE classes in the evenings as listed on the Early Childhood 2025-2026 calendar. Each ECFE class will be held for 120 minutes. There are 17 ECFE nights, including 2 family nights

2) ECFE Compensation:

Preschool teachers will be compensated 210 minutes (120 minutes for ECFE classes and 90 minutes of prep/clean-up) per ECFE class by taking 210 minutes of professional leave on non-student contact days each week. Teachers will request to accumulate ECFE minutes to equal a full professional day to be taken on a non-student contact day. Teachers must request professional leave for ECFE in the Frontline system.

If the District is unable to provide the teachers with the professional leave on non-student contact days, the teachers will be compensated at their hourly rate of pay. *This will only be used as a last resort though the goal will be to give the time back to teachers as stack time on non-students’ days each week.*

3) ECFE Schedule:

The District will provide the Union with an Early Childhood calendar including; student contact days, ECFE classes, prep days and ECFE compensation days no later than September 30.

For the District:

For the Union:

Dated: _____