

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**Independent School District 191 (hereinafter referred to as "District")**  
**AND**  
**Burnsville Education Association (hereinafter referred to as "Union")**

WHEREAS the District and Union will be 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, schedule, location of training, and deadlines for teachers required to complete the state of Minnesota mandated READ Act training; and,

WHEREAS the District and Union have agreed that teachers will participate in LETRS for Early Childhood or CAREIALL and,

WHEREAS the total anticipated number of hours of training required for LETRS for Early Childhood or CAREIALL is 35-67 hours;

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

1. Eligibility

The Union and District will establish a list of eligible teachers, who must:

- a. Hold a license issued by the Professional Educator Licensing and Standards Board; and,
- b. Be employed by the District between July 1, 2025 and June 30, 2026; and,
- c. Be required by the District to complete approved training described under Minn. Stat. § 120B.123, subdivision 5.

2. Compensation earned for READ Act training

Teachers will earn compensation as follows:

Stipend of \$600 paid out in 1 installment:

- a. Payment of \$600 after completion of training of all units and successful completion of the full training provided by the district.

3. Credit Recognition

Completion of the program will not be recognized toward lane changes.

4. Proof of completion and payment timeline

In all cases, teachers shall submit proof of training completion to the Director of SISA.

5. Failure to comply with the READ Act

Compliance with the Minnesota READ Act (Minn. Stat. § 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 IV, Section 12 of the CBA.

6. Effective Date and Duration

This MOU shall continue in effect until June 30, 2026.

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

**Impact on Precedent.** Nothing in this MOU may be deemed to establish a precedent or practice or to alter any established precedent or practice arising out of or relating to the CBA between the District and the Union. Neither the District nor the Union may refer to this MOU or submit it in any proceeding or case as evidence of a precedent or practice.

**Entire Agreement.** This MOU constitutes the entire agreement between the parties related to compensation for teachers for completing READ Act training. Neither party has relied on any statements, promises, or representations that are not stated in this MOU. The terms of this MOU constitute the entire agreement between the parties and supersede any prior written or oral, or other agreement, statement, or practice between the parties relating to the subject matter of this MOU. No changes to this MOU will be valid unless they are in writing and signed by both parties. A copy of this MOU will have the same legal effect as the original.

IN WITNESS WHEREOF, the parties have voluntarily entered into this MOU on the dates shown by their signatures. This MOU will not become effective unless and until it is approved by the District's School Board and is signed by both parties.

For the District:

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Dated:

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For the Union:

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Dated:

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The Minnesota Department of Education (MDE) provided the following estimates related to hours anticipated for state-approved training programs. It is provided here as a reference.

Table 1

<b>Training Program</b>	<b>Provider</b>	<b>Anticipated Hours to Complete the Training</b> (based on provider estimates)	
		<b>Synchronous Training</b> (virtual group instruction)	<b>Online Modules</b>
<b>CAREIALL: Advancing Language and Literacy</b>	Center for Applied Research and Educational Improvement (CAREI, University of MN)	17 hours	45–50 hours
<b>LETRS: LETRS for Early Childhood Educators</b>	Lexia	12 hours	23 hours