



Maple Lake Public Schools
Independent School District No. 881
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Mike Rowe
Superintendent
Dave Hansen
High School Principal
Kris Harlan
Elementary Principal
Tana Fobbe
Community Education
Dan Krause
Activities Director

MEMORANDUM OF UNDERSTANDING

BETWEEN

Independent School District #881 (hereinafter referred to as “District”)

AND

[Maple Lake Federation of Teachers] Education Minnesota, Local #881 (hereinafter referred to as “Union”)

WHEREAS the District and Union are parties to a collective bargaining agreement (CBA) for the period from July 1, 2023, through June 30, 2025; 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 **[CORE OL/LA Training]**; and,

WHEREAS the total anticipated number of hours of training required for **[CORE OL/LA]** is **[54 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 **[September 3, 2024]** and **[May 31, 2027]**; 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 **[\$1,400]** paid out in **[2]** installments:

- a) Payment of **[Installment 1 - \$700.00]** after completion of training for units **[One through 5]**, and
- b) Payment of **[Installment 2 - \$700.00]** after completion of training for units **[Six through 9]**, and

3. Credit Recognition

In addition to the stipends listed above, upon completion of the full training, teachers are eligible to apply **[3]** graduate credits toward a salary lane advancement. The parties agree these credits do not need pre-approval by the school district. A teacher who is on the list as agreed upon by the Union and the District in “1. Eligibility”

shall receive credits upon completion of the training. A lane change earned as a result of the credits shall be effective during the first lane change window (per the CBA) after completion of the training.

4. Proof of completion and payment timeline

In all cases, teachers shall submit proof of training completion to **[the Superintendent]**.

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 disciplinary action.

6. Effective Date and Duration

This MOU shall continue in effect until **[July 30, 2027]**.

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 Independent School District 881
Maple Lake, Minnesota 55358:

For Maple Lake Federation of Teachers
Maple Lake, Minnesota 55358:

Chair of the Board

President MLFT

Superintendent of Schools

Teacher Representative MLFT

Dated 12 Day of August, 2024

Dated ____ Day of _____, 2024

Appendix 1 – Late Start Schedule

Late Start Schedule

September	Intro/Get Materials/Overview of Course/ Q & A/ Get Signed In/ Start Module 1 Completed by the end of September 26 Checkboxes
October	Module 2 Completed by the end of October 49 Checkboxes
November	Module 3 Completed by the end of November 1 Hour Live Session #1 @ Late Start 59 Checkboxes
December	Module 4 Completed by the end of December Holiday Party 75 Checkboxes
January	Module 5 Completed by the end of January 75 Checkboxes
February	Module 6 Completed by the end February 1 Hour Relicensure- Cultural Competency 1 Hour Live Session #2 @ Late Start 58 Checkboxes
March	Module 7 Completed by the end of March 106 Checkboxes
April	Module 8 Completed by the end of April 1 Hour Live Session #3 @ Late Start 88 Checkboxes
May	Module 9 Completed by May 19 Portfolio Submitted By May 19 58 Checkboxes