



**RECOMMENDED APPROVAL  
OF MOU REGARDING DISTRICT PAYMENT FOR  
TRAINING/TESTING FOR NEW HIRES  
TO MEET HIGHLY QUALIFIED REQUIREMENTS**

**November 19, 2025**

The District is currently experiencing difficulty in the hiring and onboarding of Highly Qualified (HQ) paraprofessionals to fill many unfilled positions. Some of the challenge the District is experiencing is due to the cost to new hires associated with obtaining access to the training and testing materials for the state approved assessment, indicating they meet HQ requirements. The District and Ed MN Hastings - ESP (Educational Support Professionals) have mutually agreed to implement an MOU for the 2025-2026 school year whereby the District would pay the costs for such assessment as long as the newly hired employee remains employed for a period of one year (169 days). In order to require repayment if a new hire does not remain employed for the required amount of time, an agreement subject to the collectively bargained agreement between the District and Union must be in place. As such, Administration is recommending approval of the attached MOU.

Submitted by: Cathy Moen, Director of Human Resources