

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, 2026, 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 **STRIVE: Structured Literacy** provided by STRIVE TLC and,

WHEREAS the total anticipated number of hours of training required for **STRIVE** is **35**;

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, 2026** and **June 30, 2027**; and,
- c. Be required by the District to complete approved training described under Minn. Stat. § 120B.123, subdivision 5;
 - i. Teachers who provide foundational reading instruction to students in grades 4-12.
 - ii. Teachers who provide reading instruction to students in a state-approved alternative program.
 - iii. Teachers who provide reading instruction to students in dual language immersion programs (educators in pre-K through third grade should complete a Phase 1 training; educators in grades 4-12 should complete a Phase 2 training).
 - iv. Grades 6-12 Curriculum Directors.
 - v. Employees who select literacy instructional materials for grades 6–12.
- d. Any educator from Phase 2 who has already participated in Phase 1 professional development has met the requirement and does not need to participate in a second training.
- e. Required by the District to complete approved training under the premise that literacy foundational skills are integral to all subject areas and applicable to all licensed instructional staff.

2. Compensation earned for READ Act training

Teachers will complete **STRIVE** training during **[7]** professional development days scheduled throughout the 2026-2027 school year, which will encompass **23** hours of the training.

The remainder of the **STRIVE** training shall be compensated, in the following manner:

- Stipends;
- Paid floating Professional Development Release Days;
 - 1) Stipend of **[\$502.92]** paid out after completion of the **STRIVE** training.
 - 2) Paid floating professional development release days:

In lieu of the stipend listed above, [1.5] paid floating professional development release days (up to 12 hours) may be taken to complete the required training.

- a) These days must be scheduled on student instructional days during the 2026-2027 school year.
- b) These days shall be considered a teacher contract day; no additional compensation will be paid beyond the teacher's regular rate of pay.
- c) These days must be taken in either ½ day (4 hour) or full day increments.
- d) The cost of the substitute teacher will be paid by the district.
- e) A substitute teacher must be scheduled in advance. If a substitute is not available, then the teacher will need to reschedule their floating professional development day, unless otherwise approved by administration.

3. Proof of completion and payment timeline

In all cases, teachers shall submit proof of training completion to the High School Principal.

4. 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 and/or District requirements related to reading instruction in accordance with state statute and could result in discipline pursuant to Article V, Section 8 of the CBA.

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:

For the Union:

Date:

Date:
