



**RECOMMENDATION FOR APPROVAL**  
**MOU with Education Minnesota Hastings - Teachers**  
**READ Act Professional Development - Phase 2**

**May 20, 2026**

As a part of implementation of the requirements of the READ Act, the District is required to select a state-approved professional development for Phase 2. The District and Ed Minnesota Hastings - Teachers have mutually agreed to an MOU related to this required professional development.

Administration recommends approval of the MOU.

Submitted by: Cathy Moen, Director of Human Resources

**MEMORANDUM OF UNDERSTANDING  
PROFESSIONAL DEVELOPMENT RELATED TO  
IMPLEMENTATION OF CURRICULUM IN COMPLIANCE  
WITH READ ACT**

This Memorandum of Understanding is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "District") and Education Minnesota Hastings (hereinafter referred to as the "Union").

WHEREAS, recent legislative changes require that the District comply with the READ Act; and

WHEREAS, the READ Act requires that the District select a state-approved professional development for Phase 2 staff, and complete the training associated with such professional development with 80% proficiency (required for a passing score) by July 1, 2027; and

WHEREAS, in collaboration with teaching staff who are responsible for literacy instruction, the District has selected the STRIVE option; and

WHEREAS, STRIVE allows for self-paced online learning, which includes nine modules, and three synchronous sessions, expected to take 30-35 hours in total; and

WHEREAS, the District and the Union mutually agree that providing a flexible schedule, including summer hours for part of the training, is in the best interest of all parties to ensure all staff complete the required training.

NOW THEREFORE, it is mutually agreed by and between the parties as follows:

1. All teachers identified under Phase 2 of the Read Act (approximately 20 teachers) will be required to complete the following professional development related to the implementation of the STRIVE curriculum:
  - a. Three forty-five minute virtual training sessions; and
  - b. Nine training modules varying in length
2. Teachers required to complete such professional development will be identified by June 1, 2026; and
3. Identified teachers will complete the modules at their pace. No time during District Staff Development days will be allotted for completion of these modules; and
4. Teachers will receive their STRIVE registration information prior to the end of the 2025-26 school year. Additionally, newly hired and identified staff will receive information once the hiring process is complete; and

5. Compensation for this training shall be \$37 per hour for up to 35 hours, in alignment with rates established in Appendix B; and
6. Teachers completing the training shall be compensated via completion and submission of a payroll voucher(s) indicating specific dates and times worked; and
7. Individual teachers who do not demonstrate the required proficiency of 80% through the compensated hours provided by the District shall be required to complete any additional work to meet the required proficiency on their own time without additional compensation; and
8. The terms of this Memorandum of Agreement shall not establish a precedent, nor shall it be used to seek or justify similar terms in any subsequent situation.

HASTINGS PUBLIC SCHOOLS - ISD 200

EDUCATION MINNESOTA - HASTINGS

DATE: \_\_\_\_\_

DATE: \_\_\_\_\_

BY: \_\_\_\_\_  
FOR THE SCHOOL DISTRICT

BY: \_\_\_\_\_  
ITS PRESIDENT