



Board Meeting: March 3, 2025

Title: Amended MOU for Alternative Quality Compensation & Teacher Evaluation Programming

Type: Consent

Presenter(s): Jody De St. Hubert, Director of Teaching and Learning and Libby Sandvick, Teacher Evaluation Program Facilitator

Background: The 2024-2026 Edina Teacher Evaluation MOU was approved in the spring of 2024. This Memorandum of Understanding shall serve as an addendum to the current MOU. The terms of this amended MOU shall be in place for the 2025-2026 school year. The purpose for this recommended modification is to address the uncertainty around the future of Minnesota's Alternative Teacher Compensation program given Governor Walz's recent proposal to eliminate the program beginning in 2026-2027, and to maintain continuity of programming for our teachers in 2025-2026.

Recommendation: Approve the amended MOU that officially extends the term by one year for two Peer Coaches through the 2025-2026 school year.

Desired Outcomes For The Board: Review the report, approve and sign the amended MOU.

Attachments:

1. Amended MOU

MEMORANDUM OF UNDERSTANDING

BETWEEN

Edina Public Schools AND Education Minnesota Edina

This Memorandum of Understanding will serve as an addendum to the 2024-2026 Edina Teacher Evaluation and Alternative Compensation Program MOU (“Teacher Evaluation MOU”), which was approved by the School Board on April 8, 2024. The terms of this MOU will be in place for the 2025-2026 school year.

WHEREAS, Edina Public Schools (“District”) and Education Minnesota/Edina (“EM/E”) agreed to a Memorandum of Understanding outlining the Teacher Evaluation MOU for the 2024-2025 and 2025-2026 school years; and

WHEREAS, Section 22 of the Teacher Evaluation MOU allows minor modifications, as proposed by the Teacher Evaluation Committee, to be brought to the District and EM/E for adoption during its effective period; and

WHEREAS, in an effort to address the uncertainty around the future of the Teacher Evaluation MOU, and not delay staffing decisions for the 2025-2026 school year, it is recommended that a one-year extension to the three-year term be granted to those coaches with terms that are set to expire in Spring 2025.

WHEREAS the Teacher Evaluation Committee reviewed the program and agreed to minor modifications, and unanimously endorsed the following changes;

THEREFORE, be it resolved that the following sections of the Teacher Evaluation MOU be modified as follows:

13. Evaluators

C. Peer Coaches

e. Peer Coaches shall serve three-year terms. Whenever possible, terms will be staggered to ensure balance between experience and new coaches. For coaches with terms expiring in Spring 2025, a one-year extension will be added to the term. This extension applies only to the 2025-2026 school year, at which point the term will expire.

f. Coaches may serve a maximum of two terms, but they must re-apply and interview for their positions upon completion of the first term. All terms are subject to termination upon withdrawal from the plan by either party. Peer coaches shall be considered a teacher-on-special assignment under the terms of the Agreement between the District and EM/E. For coaches with terms expiring in Spring 2025, a one-year extension will be added to the term. This extension applies only to the 2025-2026 school year, at which point the term will expire.

The District and Education Minnesota Edina are in agreement with the above language as evidenced by their representatives' signatures below.

For the District:

For the Education Minnesota Edina

Board Chair

President

Dated: _____

Dated: _____