

MEMORANDUM OF UNDERSTANDING
BETWEEN
Independent School District 2172 (hereinafter referred to as “District”)
AND
Kenyon-Wanamingo Education Association (hereinafter referred to as “Association”)

WHEREAS the District and Association are parties to a collective bargaining agreement (CBA) for the period from July 1, 2025, through June 30, 2027; and,

WHEREAS the District and Association 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 Association have agreed that teachers will participate in CORE (OL&LA) and,

WHEREAS the total anticipated number of hours of training required for CORE (OL&LA) is 45-54 hours;

NOW THEREFORE, be it resolved that the parties agree to the following:

1. Eligibility: The Association 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, 2025 and June 30, 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
 - a. The district has not set aside time during the 2025-2026 school year to complete the CORE (OL&LA) literacy training program during the 2025-2026 school year. Therefore, teachers will complete training modules on non-contracted time either on or off site. Training will need to be completed by July 1, 2026.

Funding from the State of Minnesota or the staff development fund shall be used to compensate eligible teachers for their training. Teachers will be compensated with a stipend of \$750 and for 40 hours of outside contracted training hours at \$40 per hour. The total amount of \$2350 will be paid to the teacher after successful completion of the training and submitting the certificate to the District Office.

Eligible teachers shall be automatically pre-approved for credit accumulation for potential lane changes.

In all cases, teachers shall submit proof of training completion to the District Office.

- b. Teachers required to complete the training in the 2026-2027 school year will have the option to complete the training utilizing five (5) contract days or 40 hours of non-contract time. If using contract days, teachers will receive a stipend of \$750. If using the non-contract time, teachers will receive the same compensation as those in the 2025-2026 school year. Teachers will designate which option they are using at the start of the 2026-2027 school year.

3. 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 discipline pursuant to Article XVI of the KWEA Master Agreement.

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 Association. Neither the District nor the Association 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.

This MOU addresses July 1, 2025 through June 30, 2027

For the District:

Dated:

For the Union:

Dated:
