

MEMORANDUM OF UNDERSTANDING REGARDING MANDATORY READ ACT TRAINING

Independent School District No. 51, Foley Public Schools (District), and the Foley Education Assistants, Local 6037 (Union), collectively referred to as “parties,” hereby enter into this Memorandum of Understanding (MOU) to clarify their mutual expectations related to the READ Act training required by Minnesota law.

WHEREAS, the District and the Union are parties to a collective bargaining agreement (CBA) governing the negotiated terms and conditions of employment for education assistants who are employed by the District;

WHEREAS, the CBA contains specific provisions for early dismissal days, and

WHEREAS, the District and Union wish to make a one-time exception to the CBA in order to best meet the training expectations;

NOW THEREFORE, the parties agree as follows:

1. There will be a 2-hour READ Act training for education assistants during the early dismissal time on Friday, November 14, 2025, from 12:45-3:30PM.
2. This early dismissal time will not be converted to work time in the future; this is a one-time exception because of special circumstances.
3. This additional work time will be paid as regular work hours and will not be counted against the education assistant as voluntarily selected professional development time.
4. There will be a short intermission between the end of the school day and the start of training so that those with van and bus routes are able to attend.
5. If an education assistant already scheduled something for this time period, they must inform ____ within ____ days of this agreement so that an alternative training opportunity can be created.
6. The remaining two training sessions will be held on February 17, 2026, which was previously set aside as an in-service day for professional development.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the dates shown by their respective signatures:

For the District:

Dated:

For the Union:

Dated: