

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**Independent School District #698 (hereinafter referred to as "District")**  
**AND**  
**Floodwood Education Minnesota, Local #1995 (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 July 1, 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 LETRS Training with NESCS; and,

**WHEREAS** the total anticipated number of hours of training required for LETRS is 116.5 hours up to 137.5 hours;

**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 September 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;

**2. Compensation earned for READ Act training**

Teachers will earn compensation as follows:

Stipend of **\$543.75** paid out in 1 installments:

In addition to the stipend above, Teachers will be compensated a flat rate of \$40 for participation in each district scheduled LETRS training after school, primarily outside of contract duty hours.

**3. Proof of completion and payment timeline**

Payment will be made after successful completion of the full training and certificate has been submitted to the district office with a minimum passing score of 80%.

In all cases, teachers shall submit proof of training completion to the Principal by July 1, 2027.

**4. Contingencies**

District will attempt to schedule training time within teacher duty days, utilizing teacher workshop days and PLC times at the Floodwood School District as much as possible.

**5. Failure to comply with the READ Act**

The READ Act is state law, and compliance by the district and staff is not optional. Failure on the part of a teacher required by the READ Act to comply with training requirements would result in a teacher unqualified to perform the essential functions of their job, and therefore would forfeit their continuing contract rights.

**6. Effective Date and Duration**

This MOU shall continue in effect until July 1, 2027.

**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.

EDUCATION MINNESOTA-FLOODWOOD

Date: \_\_\_\_\_

by \_\_\_\_\_

Its \_\_\_\_\_

INDEPENDENT SCHOOL DISTRICT  
NO. 698, FLOODWOOD

Date: \_\_\_\_\_

by \_\_\_\_\_

Its Board Chair