

Memorandum of Understanding 2024-2025
E-Learning Days

This Memorandum of Understanding is entered into between Independent School District No. 272, Eden Prairie, Minnesota (hereinafter referred to as the “School District”) and the Eden Prairie Education Association (hereinafter referred to as the “Association”) as follows:

- For the duration of any E-learning days declared by the District, all employees will be paid their full wages for scheduled work hours and benefits.
- On E-learning days declared by the District, any employee is expected to work from home (as determined by the school district) to complete their regular duties, to the extent possible. The first day of school closure due to inclement weather in a school year WILL NOT be an e-learning day, it will be a designated day for teacher preparation for future e-learning.
- On any E-learning day declared by the district, the following duties / plans will exist:
 - For elementary teachers (K-5), synchronous instruction will begin at 9:30 a.m. with a morning circle followed by 30-minute lesson launches for literacy and math as scheduled by the classroom teacher. Individual check-ins with students will occur throughout the day for students requesting support. Elementary specialists will prepare asynchronous lessons and be available for students requesting support in the completion of those lessons from 9:30 a.m. - 3:30 p.m. through virtual calls (Zoom) as provided by the district.
 - For middle school teachers (6-8), synchronous instruction will begin at 9:30 a.m. and will follow a revised CMS schedule. The revised schedule will be drafted by the middle school administrative team in collaboration with middle school teachers. The revised schedule will require teachers to provide live lesson launches in the first 17 minutes of every period on a virtual call (Zoom) as provided by the district.
 - For high school teachers (9-12), synchronous instruction will begin at 9:30 a.m. and will follow a revised EPHS schedule. The revised schedule will be drafted by the high school administrative team in collaboration with high school teachers. The revised schedule will require teachers to provide live lesson launches in the first 30 minutes of every period on a virtual call (Zoom) as provided by the district.
 - For teachers in the TASSEL program, synchronous and asynchronous activities will begin at 9:30 a.m. and TASSEL will follow a revised schedule. Teachers will also be available for a 30-minute check-in at 12:30 p.m. Students will engage in asynchronous activities throughout the day as assigned by teachers. Students can request independent check-ins with their teachers on a virtual call (Zoom) from 9:30 a.m. a.m. - 3:30 p.m.

This Memorandum of Understanding expires on June 30, 2025, and it shall have no force or effect thereafter, unless so agreed in writing by the Association and the School District. This Memorandum of Understanding does not establish a past practice or precedent, nor shall it apply in the interpretation or application of language in the Association's Master Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement as follows:

EPEA Representative

**Eden Prairie Independent School
District No. 272**

EPEA President – Charles Cooper

Board Chair – Aaron Casper

Executive Director of Human Resources
Thomas May

Date Ratified by School Board: January 27, 2025