



MEMORANDUM OF AGREEMENT
District Payment for Testing for New Hires to
Meet Highly Qualified Requirements
November 19, 2025

This Memorandum of Understanding (MOU) is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "District") and the Ed MN Hastings - Educational Support Professionals (hereinafter referred to as the "Union").

WHEREAS, the District is experiencing difficulty hiring/retaining sufficient staff to meet the staffing levels desired, particularly as it relates to special education paraprofessionals; and

WHEREAS, the District is experiencing difficulty with getting newly hired staff highly qualified (HQ); and

WHEREAS, the District is willing to provide up front funding for new staff to have access to the training and testing modules to obtain HQ status; and

WHEREAS, in an effort to ensure the District does not expend District funds for individuals to obtain HQ status who resign a short time later, negating the impact of providing the payment, the District would like some assurance of continued employment or recovery of the costs expended on behalf of new employees.

NOW THEREFORE, it is mutually agreed by and between the parties as follows:

1. The District will provide payment for the cost of the training and testing modules (anticipated cost not to exceed \$120) for newly hired staff to obtain HQ status as a part of the onboarding process, if they do not otherwise meet HQ requirements; and
2. Eligibility for the District-paid training and testing modules requires that the newly hired employee remain employed with the District for the equivalent of one school year (169 days); and
3. New hires who do not remain employed for the full 169 days must repay the District for the costs paid by the District to assist them in meeting the HQ requirements; and
4. Employees who do not remain employed with the District for the full 169 days, and thus owe the District for repayment of the costs, will repay the District by a deduction from their final payroll check. In the event that there is not a sufficient amount in the employee's final paycheck, he/she shall pay the District the full amount owed within 10 days of the termination of employment; and
5. The payroll deduction in Section 4 above is pursuant to this Memorandum of Understanding to the collective bargaining agreement and thus is allowed under Minnesota Statutes Section 181.79 Subd. 1(c)(1).
6. This MOU does not establish a past practice or precedent, nor does it apply to the interpretation or application of existing terms of the collective bargaining agreement.
7. This MOU shall apply prospectively and shall expire on June 30, 2026 and have no effect thereafter, unless so agreed, in writing, by the Parties. The repayment obligation under Section 3 and 4 of this MOU shall be enforceable beyond the expiration of this MOU.

ED MN - Educational Support Professionals

HASTINGS PUBLIC SCHOOLS - ISD 200

DATE: _____

DATE: _____

BY: _____
FOR THE UNION

BY: _____
FOR THE DISTRICT