



MEMORANDUM OF AGREEMENT
BETWEEN
THE MINNEAPOLIS FEDERATION OF TEACHERS
AND
MINNEAPOLIS PUBLIC SCHOOLS



MINNEAPOLIS
PUBLIC SCHOOLS
Urban Education. Global Citizens.

ONE (1) FLEXIBLE LEARNING DAY PER WEEK AGREEMENT

This Memorandum of Agreement (MOA) is made and entered into by and between the Minneapolis Public Schools (District) and the Minneapolis Federation of Teachers (MFT).

Whereas, the parties understand and will continue to acknowledge that we are seeking to provide education to students in a different way until we have navigated through the COVID-19 Pandemic and resumed traditional education; and,

Whereas, the recent outbreak and spread of COVID-19 has changed the delivery of educational services from traditional in-person approach to distance learning in the District since the Spring of 2020 that may continue extensively into or possibly throughout the 2020-21 school year; and,

Whereas, Executive Order 20-94 requires that the District provide 30 minutes per day of instructional time for teacher preparation in addition to a teacher's current preparation time. This teacher preparation time is for students receiving instruction in distance learning or a distance learning or hybrid model and can be bundled.

Now, Therefore, Be It Resolved That the District and the MFT are in agreement as follows:

1. Each District site/program will have one (1) Flexible learning day each week.
2. The 150 minutes of additional preparation time shall be incorporated into this day during student contact time.
3. The full Flexible Learning day will include:
 - a) regular 55 minutes of preparation time,
 - b) 90 minutes of non-instructional time,
 - c) 150 additional minutes prep time as stated above,
 - d) 30 minutes duty free lunch, and
 - e) 155 minutes of site-directed time
4. Site-directed activities on Flexible Learning days may include:
 - a) Morning Meeting/Advisory/ First period of the day Check In
 - b) Closing Meeting/Advisory and Final Period Check Out
 - c) Student academic support: small group or 1:1
 - d) Providing feedback to students and grading
 - e) Responding to emails
 - f) Calling parents/guardians/caregivers
 - g) PD/PLC/Collaboration/Staff Meetings (cannot increase to more than 1 meeting per week)
 - 1) If a site has scheduled in 2 additional collaboration times such as 2 preps a week, then these can be transferred to the flexible learning day
5. The Governor's Order Planning Time shall be scheduled during the defined student day.
6. On the Flexible Learning day, each student's attendance must be taken and recorded at least once per day based on a teacher's direct interaction with the student following guidance from MDE.

7. All components of all student IEPs/IFSPs must be implemented in full or adjusted through an amended IEP process. Special Education teachers may need to use a portion of the 155 minutes during the flexible learning day for direct instruction to students depending on IEP requirements.
8. Related Services and Early Childhood Special Education (ECSE) Non-Classroom Teaching Staff can rotate one day of their caseload to serve the students through additional activities and instruction.
9. This Memorandum of Agreement will expire on June 11, 2021 or when the District resumes in-person learning, whichever date occurs first. Resuming in-person learning may include a transition to Phase 4 of the District's Five Phases of Learning Plan.
10. The Memorandum of Agreement does not set precedent for any issues which arise after the date of expiration.

BE IT FURTHER UNDERSTOOD AND AGREED THAT to the extent that this Memorandum of Agreement may be construed as a deviation from the terms of the 2019 - 2021 Collective Bargaining Agreement between the District and the Union, it shall not form the basis of any precedent that may be cited by any teacher in any grievance that may be filed.

For the Union	<i>Greta Callahan</i> <small>Greta Callahan (Nov 24, 2020 08:37 CST)</small>	Nov 24, 2020
	Greta Callahan, President Minneapolis Federation of Teachers, Local 59	<hr style="border: 0; border-top: 1px solid black;"/> Date

For the District:	<i>Maggie Sullivan</i> <small>Maggie Sullivan (Nov 24, 2020 12:35 CST)</small>	Nov 24, 2020
	Maggie Sullivan Senior Human Resources Officer	<hr style="border: 0; border-top: 1px solid black;"/> Date









Flexible Learning Day

Final Audit Report

2020-11-24

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