

**Memorandum of Agreement
between
The Minneapolis Federation of Teachers, Local 59
and
Minneapolis Public Schools, Special School District No. 1**

Science of Reading Training Compensation and Available Time

WHEREAS, Minneapolis Public Schools, Special District No. 1 (“District”) and the Minneapolis Federation of Teachers, Local 59 (“Union”) have entered into a collective bargaining agreement that governs the terms and conditions of employment for licensed staff, including salary and stipend amounts; and

WHEREAS, the Minnesota Reading to Ensure Academic Development Act (READ Act), was passed in May 2023, with the goal of having every Minnesota child reading at or above grade level every year, beginning in kindergarten, and to support multilingual learner and students achieving special education services in achieving their individualized reading goals; and

WHEREAS, the READ Act requires that each district must provide teachers and instructional support staff with responsibility for teaching reading with training on evidence-based reading instruction that is approved by the Department of Education, beginning July 1, 2024; and

WHEREAS, the first cohort of teachers shall include all teachers listed in Appendix A, developed by the District; and

WHEREAS, the READ Act requires that this training must be completed by the aforementioned teachers no later than July 1, 2027; and

WHEREAS, the District has chosen Lexia’s Language Essentials for Teachers of Reading and Spelling (LETRS) and CORE Learning’s Online Language and Literacy Academy (OL&LA) as their Department of Education-approved reading instruction; and

WHEREAS, Science of Reading training systematically prepares and grows teachers’ capacity to improve the proficiency of any student, which is a deeply held value of the District;

THEREFORE, BE IT RESOLVED THAT the parties to this Memorandum of Agreement (MOA) jointly agree to the following:

1. All teachers working in the required classifications listed in Appendix A shall complete LETRS Training: Volume I: Units 1-4, by June 30, 2025, and LETRS Training: Volume II: Units 5-8 by June 30, 2026.
2. The District shall provide a stipend in the amount of \$875 to teachers in the aforementioned required classifications who participate in and successfully fulfill the requirements as laid out in the District’s *LETRS Statement of Commitment* (MPS LETRS Training Group 1: Volume I: Units 1-4 Commitment of Work: 2024-2025 SY).

- a. Lump-sum payment of the stipend shall be disbursed to teachers on or before July 12, 2025. Payment is subject to requisite payroll deductions, in accordance with applicable state and federal laws.
3. The District shall provide a stipend in the amount of \$875 to teachers in the aforementioned required classifications who participate in and successfully fulfill the requirements as laid out in the District's *LETRS Statement of Commitment* (MPS LETRS Training Group 1: Volume 2: Units 5-8 Commitment of Work: 2025-2026 SY).
 - a. Lump-sum payment of the stipend shall be disbursed to teachers on or before July 12, 2026. Payment is subject to requisite payroll deductions, in accordance with applicable state and federal laws.
4. All teachers working in Early Childhood shall complete Early Childhood LETRS by June 30, 2025.
 - a. The District shall provide a stipend in the amount of \$500 stipend to early childhood teachers who participate in and successfully fulfill the requirements as laid out in the District's *LETRS Statement of Commitment* (MPS LETRS Training Early Childhood: 2024-2025 SY).
 - i. Lump-sum payment of the stipend shall be disbursed to teachers on or before July 12, 2025. Payment is subject to requisite payroll deductions, in accordance with applicable state and federal laws.
5. All PK-5 English Language and Dual Language teachers shall complete CORE Learning's Online Language and Literacy Academy (OL&LA).
 - a. The District shall provide a stipend in the amount of \$500 to teachers who successfully fulfill the requirements as laid out in the District's *LETRS Statement of Commitment* (CORE:OL&LA).
 - b. Lump-sum payment of the stipend shall be disbursed to teachers on or before July 12, 2025. Payment is subject to requisite payroll deductions, accordance with applicable state and federal laws.
5. Teachers in the required classifications shall use their weekly Professional Learning Community (PLC) time to work on Science of Reading training, either individually or with others. One (1) PLC time per month shall be set aside for teachers in the required classifications to convene as a team, or in small groups, as decided by their administrator, to provide time to process the learnings from the teachers' respective Science of Reading training (e.g., instructional moves tried in classes, connections to existing curriculum and assessments, etc.), and the work of these meetings shall be documented. For teachers in the required classifications, no additional non-instructional time will be scheduled for PLCs outside of the monthly literacy training for the duration of this agreement. All other staff outside of those staff identified as being in a Science of Reading required classification in this MOA Science of Reading training shall participate in the existing model of PLCs for SY 2024-25 and SY 2025-26.

6. The District shall allocate February 28, 2025 for Science of Reading training for teachers in the required classifications.
7. The District shall allocate three (3) district professional development days for Science of Reading training in SY 25-26 for teachers in the required classifications.
8. Failure to fulfill any of the criteria listed in the Commitment of Work will impact the teacher's ability to receive the stipend.
9. Any disputes that may arise relative to individual stipend eligibility may be subject to the grievance procedure outlined in the collective bargaining agreement.
10. Should any changes to legislation or the requirements set forth for completion by the Department of Education change in a way that alters either this Memorandum of Agreement or the requirements set forth in the *LETRS Commitment of Work*, the Parties agree to meet and work towards a mutually agreeable resolution.

BE IT FURTHER RESOLVED, to the extent that this Memorandum of Agreement may be construed as a deviation from the terms of the 2023-2025 Collective Bargaining Agreement between the District and the Union, it shall not set precedent nor form the basis of any grievance that may be filed concerning any alleged violation of the contract.

This Memorandum of Agreement shall expire on June 30, 2026.

FOR THE UNION:

Marcia Howard
Marcia Howard (Oct 29, 2024 21:46 CDT)

Marcia Howard
President, MFT Local No. 59

FOR THE DISTRICT:

Alicia Miller
Alicia Miller (Oct 30, 2024 12:56 CDT)

Alicia Miller
Senior Human Resources Officer
Minneapolis Public Schools